

# Leadership Development Toolkit

A customisable short course for teams addressing critical elements of effective and inclusive leadership



**Level** Leaders at all levels



**Ideal for** Groups



**Gender** All genders



**Duration** 1 day



**Delivery** Online or face-to-face delivery

## About the program

The Leadership Development Toolkit is a high-impact, customisable short course for leadership teams that addresses the critical elements of effective and inclusive leadership.

The Toolkit is perfect for organisations looking for targeted, cost-effective staff development. By selecting from nine practical modules, organisations can tailor the program to their unique needs and goals.

Delivered face-to-face in the workplace, the Toolkit also provides a powerful opportunity for organisations to bring their management staff together to build their capacity, leverage their diversity and reflect on their important role as organisational leaders.

## Participant profile

This program is designed for managers within all industries and of any gender.



## Program Outcomes

Upskill your leadership team with a targeted development experience.

Accelerate leadership potential and embrace a 'leader as learner' mindset.

Identify and respond to challenges within the team and organisation.

Explore strategies to understand and engage more effectively with team members and stakeholders.

Leverage the combined expertise of peers to progress individual and collective growth.



## Program experience

The Leadership Development Toolkit is a one-day development experience delivered face-to-face by our expert facilitators at your workplace.

The course is divided into two distinct but complementary units which are selected by participating organisations based on their needs and preferences.

### Sample Agenda

- 9:00am -12:30pm: Unit 1
- 12:30pm - 1:30pm: Lunch break
- 1:30pm - 5:00pm: Unit 2

## Program Modules

Each one-day Leadership Development Toolkit workshop is comprised of two units, selected from the following:



### Choosing your leadership approach

In a changing world, leaders must understand their identity and values. This unit explores leadership models, emphasising adaptability in complex situations.



### Strengthening personal and organisational wellbeing

In today's workplaces, burnout is common. This unit focuses on resilience, helping participants overcome challenges, bounce back, and maintain wellbeing to prevent burnout.



### Communicating with purpose

This unit explores effective communication for improved relationships, collaboration, shared understanding, conflict reduction, and robust outcomes in organisations.



### Achieving results through others

This unit will explore the key principles of human motivation and how to tap into other people's personal sources of motivation to achieve results.



### Creating a winning culture

Leaders play a vital role in fostering an inclusive, diverse culture for achieving objectives. This unit offers practical tools for building an effective and inclusive culture.



### Prioritising energy and focus

Balancing leadership, workload, and limited energy is challenging. This topic explores prioritising energy for maximum performance and effective leadership.



### Building a high-performance team

This unit examines strategies to build a high-performing team culture that embodies high levels of commitment and accountability.



### Making good decisions

This unit provides insight and practical approaches to improve the quality of problem-solving and decision-making




### Leading change

This unit explores ways to engage others in change, deal with resistance to change and manage stakeholders, so that they can achieve their own change initiatives.

## Enquiries & enrolments

Contact us for a tailored proposal that meets your organisation's needs.

 [info@womenandleadership.co.nz](mailto:info@womenandleadership.co.nz)



All leaders benefit from having a toolkit of best-practice skills and strategies to draw on. And leadership teams are stronger when they can come together to build their capacity, leverage their diversity and develop a shared understanding of leadership. This program is perfect for organisations looking for targeted, cost-effective leadership development experience.

**Karen Taylor**  
CEO Women & Leadership New Zealand

