

Leading with Confidence

A corporate leadership program designed for organisations that want to develop confident and influential leaders.



Program Overview

WHY LEADERSHIP MATTERS NOW MORE THAN EVER BEFORE

Today's world of business is fast-paced, complex and ever-changing. If your business is to thrive in this fluctuating and competitive market, you need to develop confident leaders at all levels.

You need ready-now leaders who can think strategically, delegate effectively, communicate clearly and coach and mentor their team members to top performance.

THIS PROGRAM IS IDEAL FOR ORGANISATIONS THAT WANT TO:

- Build the leadership capability and confidence of their leaders
- Develop a competent cohort of ready-now leaders
- Create a culture for high performing teams
- Increase engagement scores
- Create leadership succession planning for growth
- Deliver outstanding client results
- Effectively navigate industry change and disruption



Delivery

Options

WORKSHOPS

These half day power-packed workshops cover the issues impacting teams today. The workshops give participants the opportunity to learn from their collective experience and gain strategies and skills that can be implemented immediately into the workplace.

ACCOUNTABILITY SESSIONS

These short sharp one hour sessions (held after workshops) build on participants understanding from the workshop and involves a discussion about how the strategies have been implemented. It gives participants the opportunity to ask questions, unblock barriers and solidify their key learnings. These sessions can be done face-to-face or virtually.

ONE ON ONE MENTORING

Through one-on-one mentoring, participants discuss their individual leadership challenges and establish accountability goals for their success. These sessions can be held at any time, including as an ongoing support measure following the conclusion of the workshop delivery. These sessions are 45 minutes in duration and delivery can be via Zoom or on-site in a 1 or 2 day block, depending on numbers.

DIAGNOSTIC TOOLS

The following diagnostic tools can be added to the workshops and/or mentoring sessions to provide participants with valuable insight into their motivators, behaviours and skills, assisting them to develop individual goals for the program.

- Clifton Strengths Finder
- Belbin Team Roles
- Minesence Personal Values Map (one-on-one mentoring)

Workshop

Topics

LEADERSHIP MINDSET

Develop emotional agility and think like a leader

- Develop the mindset of a great leader
- Take responsibility, accountability and ownership
- Emotional intelligence to build self-awareness and regulation
- Make better decisions
- Be yourself, even under stress
- Motivate yourself and deal effectively with setbacks

LEADERSHIP PRESENCE

Show yourself as a leader and build your reputation and brand

- Explore your leadership style and strengths (Clifton Strengths diagnostic tool)
- Build a credible leadership brand
- Connect your purpose and personal values to role and organisation
- Increase leadership visibility and business network
- Develop effective business development strategies

EFFECTIVE COMMUNICATION

Communicate to influence and build trust as a leader

- Motivate and engage through powerful presentation skills
- Manage your non-verbal signals to enhance your communication
- Tools for clear, confident and concise communication
- The impact of technology on communication
- Effective team meetings and one to one's

LEADERSHIP FOCUS AND TIME MANAGEMENT

Add value and work smarter

- Manage attention span and energy
- Take control of your to-do list and calendar
- Understand the difference between urgency and importance (time matrix)
- Learn to say no with honesty and respect
- Effective Delegation
- Identify time wasters and implement strategies to reduce their impact

Workshop

Topics

CREATE A HIGH PERFORMING TEAM

Motivate and Engage to Deliver Results

- Key attributes of effective teamwork
- Lead through the stages of team development
- Value behavioural differences and create more cooperation (Diagnostic tool - Belbin Team Roles)
- Build high trust as a foundation
- Establish team rules and guidelines
- Implement reward and recognition that drives performance

COACH FOR PERFORMANCE

Effective Feedback

- Transition from expert to coach
- Develop an authentic coaching style
- Give and receive feedback
- Confidently tackle the challenging conversations
- Active listening and effective questioning techniques
- Use a coaching framework – GROW model

LEAD INNOVATION, STRATEGY AND CULTURE

The Bigger Picture

- Lead through change and disruption
- Combat change resistance
- Move from operational to strategic
- Develop critical thinking skills
- Influence key stakeholders
- Cultural leadership
- Values identification and alignment
- Ritualisation and organisational artefacts
- Create the Unwritten Ground Rules in your team



About

Midja

Hi. I'm Midja and I help create confident leaders and inspiring workplaces.

I've spent the last 20+ years in the corporate world as a legal partner of an ASX listed national law firm and a learning and development specialist.

During my career I have mentored and coached leaders and facilitated hundreds of corporate workshops. I'm the author of 3 leadership books - Unshakeable Confidence, Great Lawyer to Great Leader and Take Off the Cape.

My clients include Townsville Toyota Cowboys, ABA Legal, PKF Accountants, QLD Law Society, SAP, Ashurst, QLD RSL and Leading Roles.

When I'm not working with clients, I can be found soaking up the sun on the GC beaches and sipping champagne whilst sharing worst-date stories with my girlfriends!



Personal Testimonials

"I had the pleasure of attending a three day leadership residential program where Midja was the key facilitator. Not only did the content change my perspective, but Midja delivered it in a way that made it easy to understand, relatable and fun. Midja was so down to earth and relatable to all the people on our residential program (and there were many personalities in the room). We didn't want our time with her to end. I will be looking to Midja for any future coaching or development needs. Amazing."

Skye King, Manager, NGS Super

"We had the pleasure of working with Midja over two days covering all things leadership. She was engaging and knowledgeable. We learnt so much about ourselves and took away many ideas for both our professional life and our personal lives. Thank you Midja, it was amazing!"

Justine Fletcher, Law Practice Professional

"Midja was an excellent fit for what we were trying to achieve - a professional and challenging, yet engaging and fun atmosphere. We set a tough challenge for Midja with a jam-packed agenda, 90 graduates, challenging group work and many business leaders."

Michelle Perry, Senior L and D Manager, WSP

"Midja's ability to get you thinking about how much more effective you can be as a leader is a true skill. She is a dynamic and energetic facilitator, she is authentically Midja!"

Natasha Anich, Marketing Manager, SaaS Technology

Next Steps

STEPS FROM HERE:

1. Contact me at midja@midja.com.au to book a time to discuss your team's current challenges and development needs.
2. You'll then receive a recommended customised program and possible start date.
3. Confirmation will be sent with final terms and conditions along with deposit for 50% to hold program.
4. Program runs and final invoice is sent once the first workshop is delivered.

If you have any questions please don't hesitate to contact me on 0408 718 445 or email midja@midja.com.au.

Champagne and Sunshine,

