

# High Performance Leadership

An exceptional, online leadership coaching course, tailored to the individual, with dynamic content and a range of follow-up options.

Based on the latest research relating to Learning Agility and Authentic Leadership, the Leadership Course starts with a Pario self-assessment and is delivered over a period of two months. It deals with issues that are critical to High Performance.



## How Does it Work?

Participants start by completing a self-assessment questionnaire that explores important aspects of work behaviour and motivation. Coaching modules are then delivered on a weekly basis over a period of two-months. The modules review *current patterns of work behaviour* and specific links are made with the development activities covered in each module. Organizations have the option to tailor the content to a specific role and context, so the course can enhance preparation or provide support to other leadership programmes.

## Who Can Benefit from Leadership Skills Coaching?

The course explores key aspects of work behaviour and motivation, and the links to leadership effectiveness. This helps people prepare for a leadership role, or adds focus for those already leading a team. It is particularly appropriate for front-line and middle managers and is designed to raise self awareness and provide insights into practical leadership skills. *It addresses the problem, highlighted by research, that two-thirds of managers demonstrate significant short-comings and a full 75% are viewed by direct reports as “the most stressful aspect of their job.”* APA Handbook of Industrial & Organizational Psychology, 2010 Vol. 3

# Can Leadership Coaching Help Your Business?

The coaching content can be tailored to the organization's requirements and it is also possible to include additional modules that relate to a particular role and context. Following the initial Leadership Style self-assessment questionnaire, additional review options include the Pario Career Strengths Inventory and tailored 360 degree feedback. The delivery timing of modules can be modified to fit requirements and the 360 might form the final element in the programme.

## Course Overview

The core modules are summarized below.



### Module 1

The introduction is sent shortly after the Self Assessment is completed.



### Module 2

Learning Agility is viewed in the context of Analysis and Problem Solving



### Module 3

Skills that turn ideas into action are referenced against the Personal Profile



### Module 4

Setting Direction is vital, but requires Self Awareness and Authentic Action



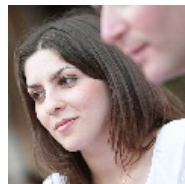
### Module 5

Authentic Leadership and steps that build effective influence are explored



### Module 6

Decision Making is reviewed with a focus on positioning and delivery



### Module 7

Personal Confidence & Conviction have a key role in creating Authenticity



### Module 8

Personal Values & Role Objectivity are reviewed in the context of both Performance & Potential

**Pario Leadership Coaching** helps increase Self Awareness and can be linked to Practical Leadership Skills Training. The course is suitable for aspiring leaders, and front-line and middle managers who want to harness Personal Strengths in themselves and others. Additional materials can be added to the Core Modules so the course is tailored to the specific requirements of the client. This means it can relate to a Group of Managers or compliment an existing Leadership Process.

# Leadership Effectiveness: What Goes Wrong?

Pario Innovations have many years experience profiling leadership potential and designing Talent Management programmes. Whilst many professionals have the 'raw ability' to become leaders, they often fail to meet the required standards. Problems are linked to three broad areas of competency, which can be summarized under the 3H categories: 'Head', 'Heart' and 'Hands'.

Reference to the 3H Model frequently reveals problems in the key areas of Analysis and Problem Solving, Interpersonal Effectiveness, & Delivery of Results. It is particularly evident at Assessment & Development Centres that less effective managers lack insight into the vital steps contributing to high performance. They do not grasp the 'Rules of the Game'. Without Self Awareness, leadership effectiveness is seriously weakened.

The Pario Leadership Coaching Course provides essential insight and explains important Success Factors. This knowledge is vital for anyone who wants to increase their personal effectiveness and fast-track their leadership career.

*Note that the content of each module is tailored to reflect individual work preferences, assessed at the beginning of the course. This helps focus development plans against specific issues relevant to the individual.*

## Develop Practical Leadership Skills

Leadership Skills can be developed by increasing Self Awareness and insight into the *Success Factors* that affect Leadership Performance. This insight also makes it easier to develop the *Learning Agility* required to make sense of new situations & respond positively to unexpected challenges. The *Leadership Coaching Course* starts by reviewing the individual's current work patterns and issues relating to development of a more-effective Leadership Style. There is particular emphasis on the key attributes that support *Authentic Leadership*.

Subsequent modules take account of the individual's preferences, setting out development steps that make direct reference to the personal profile. The focus throughout is on how someone can develop their Leadership Potential at Work. The core modules are backed by supporting material, and the course is delivered by email over a period of around two months. The precise content can be tailored to requirements. *Note:* The option of face-to-face coaching sessions with an accredited facilitator can help a manager review issues in more detail and add focus to development plans.

# Arrange a Pilot Study

Organizations can assess the benefits of the Leadership Coaching programme by running a complimentary pilot study. This enables clients to review the key steps and decide if content should be tailored to meet specific requirements.

## Positioning the High Performance Leadership Course

**Initial Planning with the Client:** *Review objectives and consider tailored options. Identify participants and discuss /brief the immediate managers of this group. Prepare briefing notes and relevant support materials.*

Participants complete the initial self-assessment (approx 35 minutes)

Module 1 is sent shortly after the self-assessment is completed

Modules 2 - 4 are sent at agreed intervals. These are tailored to the individual.

*Face-to-Face Coaching (optional)*

Option 1: Complete the Pario Career Strengths Inventory

Modules 5 - 8 are sent at agreed intervals. These are tailored to the individual.

*Face-to-Face Coaching (optional)*

Option 2: Complete a Pario 360° Feedback questionnaire

Follow-up may include a review meeting with the immediate manager

*Face-to-Face 360 degree feedback is recommended*

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