

# QuickStart your Leadership Performance



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## The New Leader's Challenge

It's a huge leap from team member to team leader. As new leaders strive to master their role, performance is not optimal and pressures mount. Often the new leader's manager lacks coaching skills making the situation tougher.

### What is the QuickStart programme?

We have developed the QuickStart programme to solve the new leader's challenge.

This programme develops Team Leaders and Coaches - it is two programmes in one.

#### The programme has two major goals:

- To develop essential leadership capabilities to confidently lead a small team for desired results
- Managers develop the coaching and mentoring skills to support and further develop their people

### How does this programme work?

Each participant completes the Belbin Team Role Profiling Exercise

#### The programme consists of:

- A half-day coaching skills workshop for participants' coaches
- A two-and-a-half day development programme for participant
- A half-day follow-up workshop for participants and coaches.

#### The programme involves:

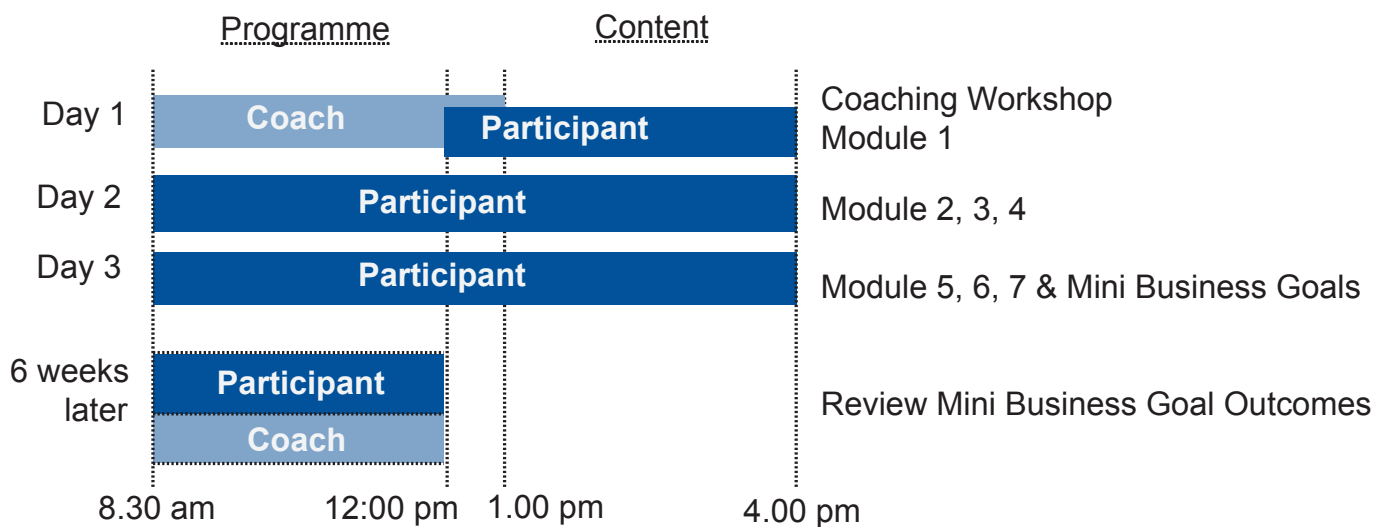
- Each participant completing the Belbin Team Role Profiling Exercise prior to Day 1 of workshop
- Participants completing a small, meaningful Business Improvement Project
- Using the most effective adult learning tools available.
- Using practical, highly interactive and Action Learning principles.
- Providing a clear understanding of the team leader's role and provides practical tools essential for leadership and management success
- Manager coaching of participants - an important part of the learning process
- The use of training videos such as 'Gung-Ho', 'Fish' and others.
- Informal 'report back' presentations by each participant, to group, 6 weeks after completing the main workshop.

### Who is this programme for?

QuickStart is designed as a short, sharp introductory level programme targeting:

- Team members who have been identified as having leadership potential
- Leaders who are relatively new to their roles
- More experienced leaders who need a 'refresher' of their leadership thinking and skills
- Leaders who have not previously had the opportunity to participate in leadership development programmes

## How is this programme is structured ?



## What will you gain from this programme?

The QuickStart programme consists of the following modules:

- Coaching Workshop - Coaches only
- Module 1 - Setting the Scene and self-management
- Module 2 - Leadership and goal-setting
- Module 3 - Communication and Relationship Skills
- Module 4 - Team and Organisation Development
- Module 5 - Performance Management – feedback and conflict
- Module 6 – Planning and preparing for learning in action
- Module 7 - Attitude

## Do you want to know more?

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