



## Future Leaders Programme

Careful candidate selection is the key to successful promotions and the future of your firm.

The team at The College of Law has significant experience in this process and is now delighted to offer a tailored solution to allow you to be confident in your training and selection process.

Run over a period of nine months with a team of executive leadership coaches, this programme will provide you with the reassurance required to promote those best suited for the challenges of leadership.



### Programme Components

The programme is delivered for groups of between 2 and 6 candidates over a nine month period and is structured to include both group work, mentoring and one on one coaching from an experienced executive coach. Subject focus will include all aspects of leadership from governance to business development and commercial acumen.



### Group Work

Candidates work together with an experienced executive coach to build on their existing management experience to begin to better understand the specific requirement of being a leader and the technical competencies expected from the successful candidate.

Throughout the programme the candidates are given tasks to achieve as a group covering specific aspects of leadership (at a personal and professional level) allowing them to demonstrate their experience, understanding and knowledge while also being given feedback and allowing them as a group to build a team dynamic in preparation for their entry into the leadership team.

This is complimented with two facilitated 90 minute leadership development sessions to ensure that the group are progressing at the appropriate pace as well as giving all candidates the opportunity to have open dialogue with the coaches on any aspects of the programme.

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## Coaching

A selected coach will meet with the candidates individually on a regular basis to provide a constant and consistent support network. These sessions (each 1 hour) will be structured based on the objectives of the programme and will follow a similar roadmap to that set out by the group work and the ongoing mentoring.

The sessions delve into the individual's performance and begin to measure the behavioural changes throughout the programme. These changes can be further measured through the use of psychometric testing (additional expense) along with the use of 360 degree appraisals of the candidates. Peer to peer reviews add an extra valuable dimension to these programmes and ensure that the outcomes meet an acceptable performance level for the new role.

The sessions with the coach will be diarised on a bi-monthly basis with approximately six sessions being conducted throughout the programme per individual. As is always the case, complete confidentiality will be assured in these sessions.

In the final session, the coach will be in a position to provide the appointed contact with confirmation that the candidate(s) have met the required levels of personal and professional change to be appropriately suited for entry into the leadership team.



## Observational Feedback and Mentoring

Live and ongoing feedback is vital for learning and the assimilation of new skills, in the programme we use observational feedback and mentoring.

This method can be used in any day-to-day situation, either planned or in the moment to deepen and hone leadership skills in a more accelerated fashion than traditional methods.

Observations can identify even subtle behaviours that may enhance or limit the candidates effectiveness.

A key stakeholder in the process is the candidates sponsor, the sponsor will play an active role and commit the time to provide guidance and feedback throughout the duration of the programme. Observational feedback and mentoring will be provided in both a face to face environment as well as written.

The sponsor (and any additional observers) will be able to provide clear, honest and constructive feedback on a number of areas of performance that will be agreed at the outset of the programme with the delegate and the coach.

All parties are investing in a powerful communication model that will be meaningful for both.



## Pricing

This programme is based on a per candidate price and includes all of the preparatory work and involvement of the selected registered clinical psychologist. It also includes a final report confirming the progression of the behavioural change of the candidate to meet the agreed levels to be successful within the firm. \$7,500 per candidate (plus gst)



## Optional Extras

In addition to the above structure there are also a number of management tools that can be included in this programme to further enhance the measurement of behavioural change and input from the mentors and group members. These include:

- Hogan suite of recruitment and assessment tools
- LSI 1 and LSI 2