

**FrontTier**

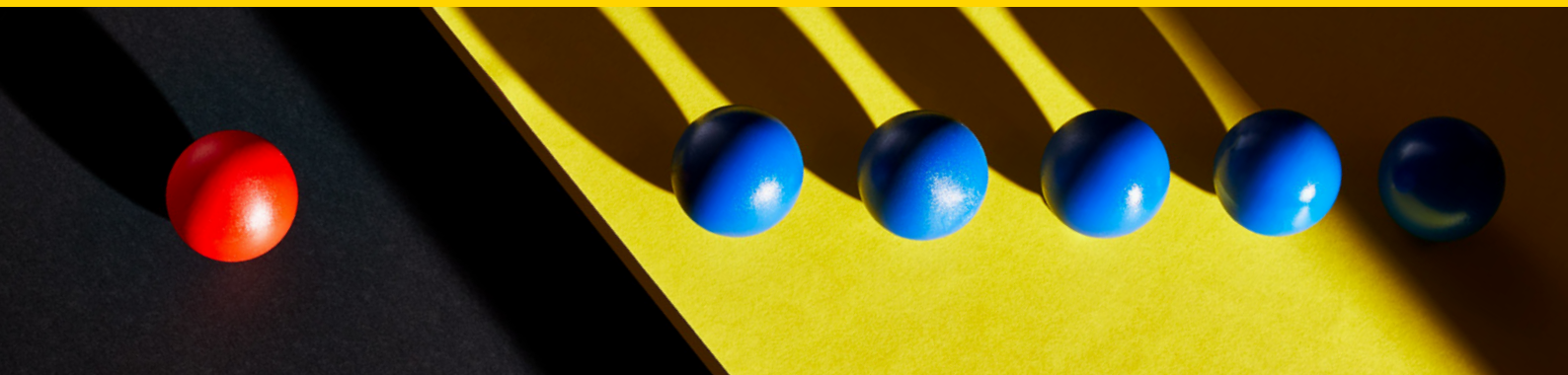
Pioneering Leadership from the  
College of Law New Zealand

# Leadership Programme Guide

[fronttier.co.nz](http://fronttier.co.nz)

# Who We Are

Electricity. Mt. Everest. Emotional resilience. The breakthroughs of human endeavour come when we get out of our comfort zones and look within. At FrontTier, we use scientific approaches to teach the internal and external qualities that define holistic leaders, on our quest to bring true wellbeing to your workforce.



**“The greatest wealth  
is health, wellbeing &  
resounding resilience.”**

# Our Leadership Programmes

## Mentoring and Coaching Programmes:

- **The Future Leaders Programme 4**  
Crafting leadership candidates for success
- **The Mentoring & Leadership Programme 6**  
Discover the makers of a resilient person to pursue your leadership philosophy
- **Graduate Development Programme 8**  
Optimising Learning – Design & Delivery Principles

**Have something in mind?**

**We can tailor bespoke programmes to best suit yours and your organisation's goals.**

# The Future Leaders Programme

## Crafting candidates for success

Careful candidate selection is the key to successful promotions and the future of your firm. The team at FrontTier have significant experience in this process and we're 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. The subject focus includes 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 complemented 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 an open dialogue with the coaches on any aspects of the programme.

## 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 are 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 candidate's effectiveness. A key stakeholder in the process is the candidate's 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.

## 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**

# The Mentoring & Leadership Programme

## Purse your leadership philosophy

What are the makers of a resilient person?

A successful leader knows where their company is heading and how to be intentional with their leadership style. Fostering teamwork at all levels aligns individuals towards a single vision and strategy – and helps to embrace a new direction. This mentoring and leadership programme will enhance the delegates ability to develop growth strategies, build the right team, embrace change, and drive company performance.

## In detail

**CPD Hours:** 9.5

**Duration:** Full day

**Price (excl. GST):**

\$17,500 (up to 12 participants)

**Level: Intermediate**

For experienced practitioners who have a sound understanding but would like to further improve their skills

## Session Outline

- Introductory Managers Launch (45 minutes)
- Introductory Participants Launch (45 minutes)

### Module 2. Developing Business and Managing Strategic Relationships (2 Hours)

- Presentation on learnings from previous module
- Guest Speaker
- Workshop and learning group assignment on this module

### Module 4. Navigating Conflict (2 Hours)

- Presentation on learnings from previous module
- Guest Speaker
- Workshop and learning group assignment on this module

### Module 1. You as a Leader (2 Hours)

- Guest Speaker
- Workshop and learning group assignment on this module

### Module 3. Coaching for Performance (2 Hours)

- Presentation on learnings from previous module
- Guest Speaker
- Workshop and learning group assignment on this module

### Plus:

- Action Learning Groups
- Assignments in between workshops
- Full post-programme review

**Full co-branded course materials will be distributed prior to each session.** A one-hour pre-programme scoping meeting with the host is included in the price to ensure that the programme contents are specific to your firm's environment and culture.

# Graduate Development Programme

## Optimising Learning – Design & Delivery Principles

*"At law school, the focus is on the theory, the legislation, the case law, the history. There is little, if any, real exploration around understanding our own behaviour generally and within the context of our interpersonal relationships. Given that we are in a service business of sorts, I find this extraordinary." – Perpetua Kish, principal lawyer at Balance Family Law.*

After leaving Law School, there is an expectation that young lawyers are prepared mentally and technically to enter the profession. For many, this is not the case. This programme bridges the gap between law graduate and young lawyer and provides a structured foundation to begin to better understand the pressures of law and how they, as individuals, react to certain scenarios while also being educated in the required coping mechanisms by qualified professionals.



# In detail

**CPD Hours:** 8

**Price (excl. GST):**  
\$15,000

## **Level: Introductory**

For practitioners who would like a good foundation to improve their skills.

### **The 70:20:10 learning and development model**

- **70%** experiential learning (job related experiences)
- **20%** social learning (developmental/strategic relationships)
- **10%** attendance at workshops will underpin the design and delivery of the programme.

## **Individual & Collective Learning**

Attendance at each of the 4 workshops will provide an opportunity for participants to reflect and discuss their experiences of operating within their organisation, to consider their personal style of communicating and interacting, and to plan for change. We will introduce theory to ground their experiences and provide a forum for collective problem solving.

Participants will have time during each workshop to think and plan their own path ahead, set goals and to also consider any 'derailers' that might get in the way of their plan. A reflective journal will be provided encouraging participants to be their own agent for personal change, to keep a record of the commitments they make to themselves and raise awareness to habits that they would like to change.

There will also be a requirement for participants to read assigned articles between sessions, optimising the time during workshops and allowing different learning styles to be considered.

### **Learning Groups**

Participants will be assigned a learning group (5 participants in each) of which they will remain a member throughout the entire programme. These learning groups will facilitate individual and collective learning, allow relationships to be developed and ensure experiential and social learning are fully embraced.

There will be a requirement for groups to meet between workshops with a focus on shared learning, to reflect on practical issues and to support one another. In structured sessions, participants will take it in turns to present a significant challenge facing them in their day-to-day work. Group members help work on the problem through supportive, but probing, questioning. The focus is on learning from experience and putting it into action immediately. This offers the potential for rich, relevant, and highly applied learning. Some key features of a learning group are:

- People challenge and support each other
- A climate of confidentiality and openness is created within the group
- People seek solutions to real work issues and use real experience
- People are encouraged to be explicit
- Coaching skills are practiced and developed

# Programme outline

## Workshop 1:

### **Understanding and Developing Personal Resilience.**

- Overview of the neuropsychology of why and how the brain works like it does
- Recognise your physiological and psychological signs of stress
- Understand personal triggers
- Calm the nervous system and the brain during times of change, uncertainty and stress
- Develop healthy responses
- Practical exercises for managing pressure and stress

## Workshop 2:

### **Mindset Matters: Managing Overthinking, Perfectionism and Pressure.**

- Understanding over-thinking
- Understanding perfectionism
- The neuroscience of over-thinking, perfectionism, and pressure
- Overcoming over-thinking
- Keeping perfectionism in perspective
- Growth mindset vs Fixed mindset
- How to develop a Growth Mindset
- Practical strategies & tips for managing the mind

## Workshop 3:

### **Effective Communication: Navigating Relationships.**

- Identifying Stakeholders; Relationship map
- Understanding effective communication
- Building and navigating effective relationships
- 'Above the line' behaviours
- Ladder of inference

## Workshop 4:

### **Well-being and Adaptive Resilience.**

- Reconnect with the neuroscience of positive change and stress vs negative change and stress (as viewed from the lens of self and others).
- Assess your personal resilience and well-being.
- Learn optimism to challenge pessimistic thinking.
- Develop flexible thinking
  - The chemistry of "Realistic Optimism"
  - threat vs challenge
  - multitask focus vs single task focus
- Rewire old patterns.
- Build and maintain resilience habits – Importance of personal goals and drivers.
- Create social support and connection.
- Develop your strengths to strengthen well-being and resilience.
- Maximise performance under pressure.
- Plan for the future – personal action plan.

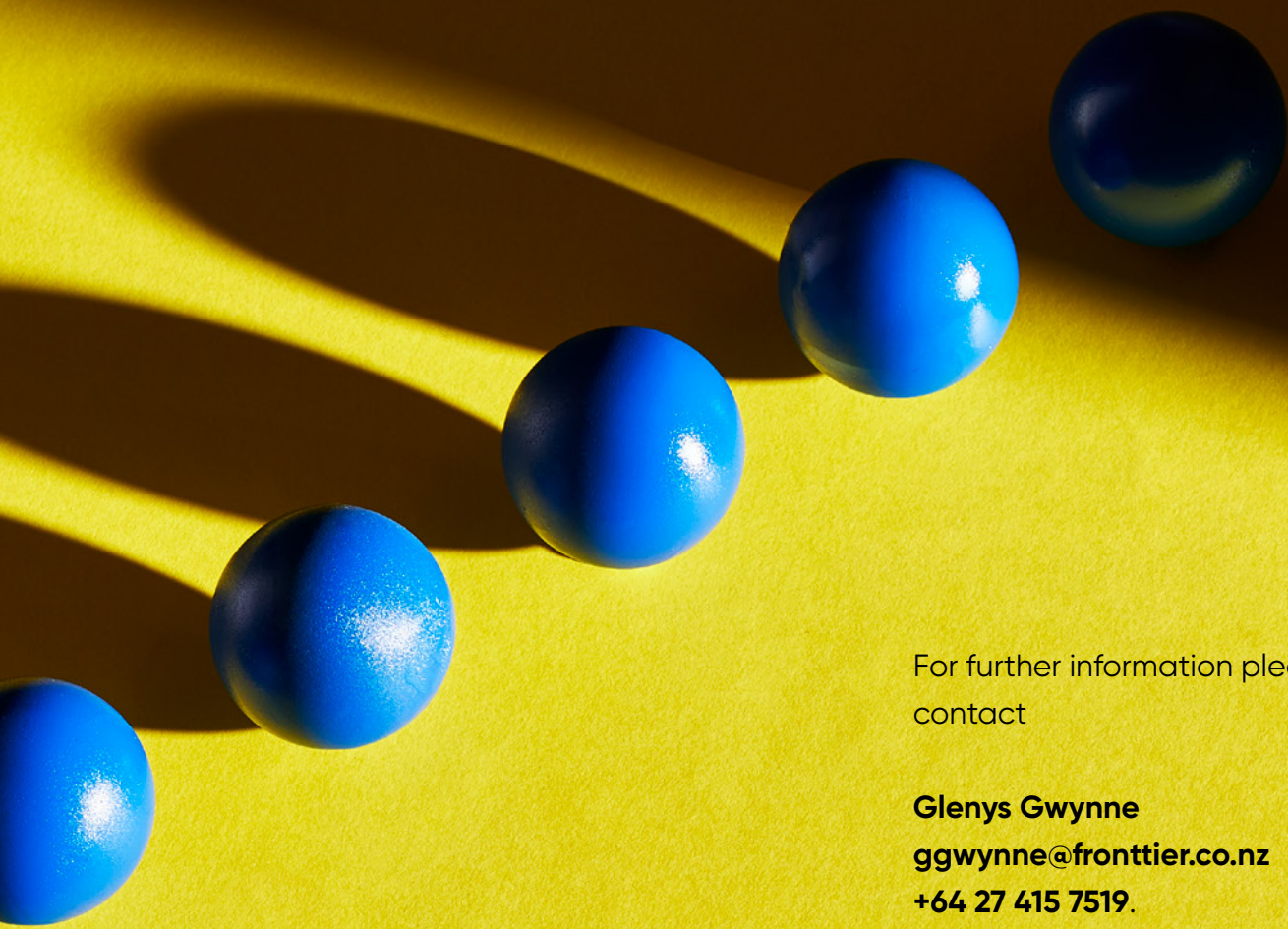
# Meet your facilitator



## Glenys Gwynne

For Glenys, success goes beyond helping senior executives achieve their potential. Her passion lies in fulfilment; to be able to look back on your professional life with pride and accomplishment. An experienced guide in supporting leaders through periods of organisational change and through times of personal transition, her skills as a coach have enabled countless individuals to successfully navigate their career challenges and overcome roadblocks to professional fulfilment.





For further information please  
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