

Great News!

Save with Foundations Road's 50% 2020 Special Offer

Extremely Limited Dates Available

Book Now for December – January – February – March



Special Bonus Offer

Register for four or more workshops and you will receive a free 90-minute “Presenting for Impact and Outcomes for Leaders” seminar for your leadership team, presented by Colin Emerson, two-times Australian representative at the World Championship of Public Speaking. Valued at \$5,000. Details below.

Your Choice From 6 Leader Development Workshops

- Results Based Decision Making: Right Decision, Right Time, Right Reason
- The Entrepreneurial Leader: Creating The Future Of Your Organisation
- Creating Strategic Purpose and Value As A Leader
- Releasing The Greatness Of The Leader Within
- The Values Inspired Leader
- Creating Leadership Focused Teams

Colin Emerson

✦ MBA ✦ Organisational Development Strategist ✦

✦ Leader & Leadership Development Specialist ✦

✦ Author: “The Values Inspired Leader” & “Be A Billion Dollar Entrepreneurial Leader!” ✦



For over 25 years Colin has conducted organisational, leader & leadership development programs for local & international corporations, local, state & federal government agencies, leading educational institutions & several major Australian universities. His Leader-focused books discuss the values & attributes required of today's Leader to lead themselves and their team towards long-term success & the qualities required by today's leader to think, act & lead with an entrepreneurial mindset in order to secure the future of their organisation in an ever-changing world.

He shows a rare understanding of the potent qualities that will inspire people to follow a leader.



Program One: Results Based Decision Making For Leaders: Right Decision, Right Time, Right Reason

This **two-day** Leader Development workshop *is aimed at enhancing the ability of leaders at all levels of an organisation to achieve outstanding outcomes by the **making of the right decisions, at the right time and for the right reasons.***

Designed for those organisations where it is important for their leaders to:

- Stand out as people capable of thinking strategically while acting with purpose & confidence;
- Apply critical analysis skills to their decision-making process, so that decisions are transparent, considered & aligned with the organisation's overall strategic plan;
- Analyse decision outcomes & operational situations, using a variety of processes & techniques, so as to recognise, understand & act upon the underlying issues & challenges;
- Make decisions that focus on the success of your organisation; and
- Deliver on-time, on-cost programs that meet or exceed stakeholder expectations.

By the end of this workshop attendees will:

- Understand what decisive leadership is and why it matters in leading people to results;
- Understand and apply the principles of effective decision making;
- Develop their decision-making skills using different processes and methodologies;
- Recognise automatic thinking reflexes vs deliberate thinking which affect decision making;
- Be aware of unconscious bias and its influence on them and members of their team;
- Identify the values they hold individually and those of the organisation they work for;
- Understand how to apply a values driven approach across all aspects of their leadership;
- Understand the impact those values play on decision making
- Be able to apply and use critical thinking skills when analysing issues and potential solutions.

Decisive Leaders Are Valued Leaders

What makes a great leader so effective? Two things: their values and their decisions. In this two-day workshop you will explore how your decision-making styles shape you as a leader. You will apply your current decision-making skills to real-life organisational scenarios while learning how to enhance those aspects that need strengthening through the applied learning opportunities in this workshop.

Program Two: The Entrepreneurial Leader: Creating The Future Of Your Organisation

This **one-day** advanced Leader Development workshop *is aimed at providing leaders with an understanding of the skills required **for taking ideas and concepts to the market that create or enhance the brand and reputation, and increases the profits and return to the shareholders, of the organisation they work for.***

Designed for those organisations where it is important for their leaders to:

- Create the unique competitive edge that will take their organisation into the next decade and beyond;
- Think and act like an entrepreneur while working within the organisation to bring everyone on the journey with them;
- Use the most current and relevant way to get their products and services in front of the people that count – their customers;
- Be current with and can adapt quickly to changes in technology;
- Be Champions of Change; and
- Be examples of the very best – who lead from the front and who build trust and are respected.

Here's a bit of what you'll discover at the "The Entrepreneurial Leader" workshop:

- Your entrepreneurial leader journey starts with a commitment to act;
- Entrepreneurial leaders recognise talent;
- Entrepreneurial leaders don't work to a clock;
- Entrepreneurial leaders are never afraid to aim for the impossible on the path to greatness;
- Entrepreneurial leaders understand the need to fail;
- Entrepreneurial leaders can never think like anyone else and so much more, including;
- Entrepreneurial leaders work at being the very best they can be.

Entrepreneurial Leaders Are Different

Entrepreneurial Leaders have to think differently to other leaders. They have to act differently. They have to be entrepreneurial in what they do and how they do it. Being an entrepreneurial leader is not about certainty. It's about taking a calculated risk – and challenging the world to prove them wrong in the pursuit of the things that will create outstanding results for their organisation. They know it can be done through an extraordinary level of idea creation way beyond what most people are willing to do.

Program Three: Operational Leadership For Strategic Success

This **two-day** Advanced Leadership Development workshop *is aimed at enhancing the ability of current and future leaders to focus on the day-to-day deliverables that affect the long-term strategic performance of their organisation by **implementing proven operational strategies, tactics, values, principles and processes that will define their organisation's success.***

Designed for those organisations where it is important for their leaders to:

- Take a strategic approach to the organisation's operational outcomes;
- Create true value for their customers or stakeholders;
- Build and maintain strong, outcome and value-focused teams;
- Be a key supply-chain relationship builder;
- Be an influencer of change, growth and excellence in operational delivery; and
- Deliver on best-practice outcome-focused operational strategies and processes.

By the end of this workshop attendees will:

- Understand the importance of matching operational outcomes to the strategic purpose;
- Understand the importance of strategic value creation;
- Understand the process of identifying and maximising team talent;
- Be capable of crafting a competitive advantage through operational development;
- Understand the inhibitors to creating and applying strategic values across an organisation;
- Implement a strategic value-creation mindset across all team and stakeholder operations;
- Understand the role of the Leader as the key influencer of change and strategic value creation; and
- Align the operational outcomes with the strategic purpose of the organisation.

Leadership Delivers Outcomes

Leadership is a whole-of-organisation attitude; one where everyone, at all levels, plays a leadership role to deliver on the strategic plans – and ultimately the success – of an organisation. Great leaders create great outcomes when the 'why' determines the 'what' and the 'how'. The leader who builds that strategic purpose into every aspect of their organisation's operations – the purpose for why they exist, the purpose for delivering on a service or stakeholder promise – is the type of leader that every organisation will need if they are to be relevant in the emerging decade of vision, the 2020's.

Program Four: Releasing The Greatness Of The Leader Within

This **two-day** Advanced Leader Development workshop *is aimed at releasing the internal greatness of leaders at all levels to create outstanding, high-performing teams by **being a highly self-aware and self-regulated leader who understands the influence that emotional intelligence has in developing themselves as leaders and the people they lead.***

Designed for those organisations where it is important for their leaders to:

- Achieve the very best from their teams and themselves;
- Create strong relationships and strong teams;
- Be highly effective as a self-aware leader, one who is constantly striving to be better;
- Be adaptable and self-regulated;
- Be an influencer of change and progress; and
- Lead with integrity, optimism, empathy, curiosity and passion.

By the end of this workshop attendees will:

- Understand the impact of being self-aware on their role as a leader;
- Understand the importance of helping others succeed while walking their own path of continuous self-improvement;
- Demonstrate adaptability and self-regulation;
- Act in a way that does not compromise their values;
- Anticipate how people could react to situations and prepares for those reactions;
- Demonstrate control of their actions, reactions and emotions and avoid making rushed or highly emotional decisions; and
- Display a keen awareness of the emotions that drive peoples' behaviour and the impact those emotions – good or not so good – have on people, especially when under pressure to deliver results.

Great Leaders Are Continuously Growing

Great leaders recognise the importance of understanding their own capacity to lead others - they are reflective and in-touch with their own ability to work well with others, to manage stress and to make the best decisions in even the most difficult of situations. They are able to distinguish between what is emotional information and what is fact, in order to give the right guidance to their thinking and leadership.

Program Five: The Values Inspired Leader

This **one-day** Leader Development workshop *is aimed at creating outstanding Leaders who excel in leading high-performing teams that achieve incredible results by **identifying and applying the Values, Principles and Practices that define the highest standards of organisational leadership.***

Designed for those organisations where it is important for their leaders to:

- Display integrity, purpose and excellence in delivery;
- Build strong, outcome-focused teams;
- Achieve outstanding strategic outcomes to the benefit of all stakeholders;
- Be visionary and an influencer of change;
- Be the leader of people who are driven by excellence and their sense-of-purpose; and
- Be the leader others aspire to be.

Attendees will discover the 10 Lessons of a Values Inspired leader:

Lesson 1 – The two types of respect;

Lesson 2 – How leaders gain respect;

Lesson 3 – The trust a leader must have;

Lesson 4 – What a leader looks for and encourages in people;

Lesson 5 – How a leader builds great teams;

Lesson 6 - How a leader serves the team;

Lesson 7 - Where a leader should be when leading;

Lesson 8 - An important, overlooked, aspect of leadership;

Lesson 9 - The loneliness of leadership;

Lesson 10 - The leader's view of the vision.

Leaders Inspire With Integrity

A Values Inspired Leader is one who looks at the values that guide their leadership decisions. They incorporate those values into every aspect of their business and look for those values and build them in the people they employ. They take the Vision of an organisation to heart, deliver a Mission based on results and underpin them both with Values that are based on integrity. The Values Inspired Leader knows it is what they do and how they do it that will earn them the real respect of their team.

Program Six: Creating Leadership Focused Teams

This **one-day** Advanced Leadership Development workshop *is aimed at enhancing the ability of emerging leaders and team members to build strong teams that pursue excellence by **building on the individual leadership qualities possessed by each team-member that, when combined with those leadership qualities of every other team member, will define the operational and inter-personal strength of their team.***

Designed for those organisations where it is important for their leaders to:

- Lead and manage teams that achieve outstanding results;
- Create a working environment that is positive, supportive and encouraging;
- Build and maintain strong outcome and value-focused teams;
- Understand the dynamics and positive nature of diversity within a team environment;
- Create future leaders; and
- Deliver on best-practice interpersonal and operational practices.

By the end of this workshop attendees will:

- Understand the importance of values within a team environment;
- Understand the dynamics of building a team;
- Identify the drivers of leadership within and across teams;
- Understand how to identify and develop individual leadership capabilities within a team;
- Understand the inhibitors to creating a strong leadership team;
- Understand how to encourage innovation and a service-excellence focus within a team;
- Understand and identify individual and inter-team characteristics and traits; and
- Understand how to manage inter-personal relationships and communications.

Leadership Is A Team Pursuit

Leadership goes beyond the vision, the skills and the guidance of a single designated leader. In effect, leadership is built in teams where every single person takes a leadership role in the pursuit of excellence in everything they do – as an individual, within a team and across departments. Leadership encourages and builds teams that are purpose-driven, innovative, knowledgeable and skilled, and who build strong internal and external relationships by focusing on service and outcome excellence.

Your Free Special Offer: Presenting for Impact and Outcomes for Leaders

Register for four or more Mastering Leadership for the Future workshops and your organisation can take advantage of this special **and free** 90-minute seminar that aims to make your leader's presentations something special.

Presenting for Impact and Outcomes for Leaders goes beyond the basics of presenting and *delivers on the key skills for influencing and adding impact in boardroom briefings, at conferences, in front of the media and to team or group meetings.*

The seminar is delivered by Colin Emerson, who brings nearly 30 years of speaking and presentation experience to provide tips to make a leader's presentations memorable.... and for the right reasons! Colin is a champion, having twice represented Australia at the World Championships of public speaking in 2009 and 2012.

Delivered for your team at your location, this seminar is for those leaders or emerging leaders who want to make an impact whenever they talk in front of a group of people.*

*See T&C's below



Leaders Deliver Messages That Inspire

Field Marshal Montgomery stated that "My own definition of leadership is this: The capacity and the will to rally men and women to a common purpose and the character which inspires confidence". The ability to deliver a message with impact, conviction, eloquence and a confidence that inspires or motivates or challenges others is a skill few leaders have but all need to learn.

Your Investment

You can take advantage of this special pre-2020 pricing but you will need to register before 31 December 2019.

Your investment in these workshops is at a special discounted rate, well below our standard event price for workshops that are delivered on a client's premises (normally only 10 – now up to 16 can attend). So, Foundation Road can deliver your *Mastering Leadership for the Future* workshops on your premises at the following rates:

Workshop	Special Workshop Investment Price (ex-GST) Single Price – No per head	Price Per Person (equivalent price based on a maximum of 16 attendees (normally 10) (ex-GST)
Results Based Decision Making For Leaders: Right Decision, Right Time, Right Reason	Normally \$9,500 Now Only \$4,750	Normally \$950 That's <i>now only</i> \$297 p.p. for a 2-day workshop
Creating Strategic Purpose and Value As A Leader		
Releasing The Greatness Of The Leader Within		
Additional participants per head: 11 to 16 (WAIVED FOR SPECIAL OFFER)	\$216.70	
The Entrepreneurial Leader: Creating The Future Of Your Organisation	Normally \$6,800 Now Only \$2,987	Normally \$680 That's <i>now only</i> \$187 p.p. for a 1-day workshop
The Values Inspired Leader		
Creating a Leadership Focused Team		
Additional participants per head: 11 to 16 (WAVED FOR SPECIAL OFFER)	\$216.70	

Rates quoted are inclusive of any Foundation Road costs, but exclude all client related venue, catering, travel, accommodation, support material and ancillary costs, for which Foundation Road is not liable. Workshop pricing based on our normal event single-price structure and not on a 'per-head' invoicing. Quoted equivalent price per person is used as a comparison only for this special offer.

Stated prices will remain valid for workshops booked on, or prior to 31 December 2019 and for those workshops delivered between 01 December 2019 and 31 March 2020. See offer T&Cs on last page.

Who Should Attend?

Foundation Road workshops are must attend events for leaders from:

- Corporate & Government departments and agencies
- Banking, Finance, Health Care, Emergency Services & Defence
- Primary, Secondary and Tertiary Education sectors
- Not-for-profit Community Services ...plus
- Anyone who just wants to be a better Leader

Contact Us Now To Book Your Workshop

Email: events@foundationroad.com

Phone: 0429 389 744

www.foundationroad.com



Answers To Questions You May Have

Do You Require Foundation Road to Provide the Workshop Venue?

Foundation Road can organise a venue and any associated catering at cost, plus a \$200 administration fee.

When Can The Workshops Be Delivered?

Generally, workshops are to be delivered between 01 December 2019 & 31 March 2020. **Register for all three 2-day and all three 1-day workshops by 31 December 2019 and we'll extend that delivery timeframe for all workshops until 30 June 2020 while keeping your investment at our special investment price.**

Can You Register for More Than One Workshop?

Yes. You can register for any of the workshop combinations in Your Investment schedule before 31 December 2019 and we'll organise to deliver them before 31 March 2020.

Are There Really Only Limited Dates Available December to March?

Yes – Currently, our weekdays are almost fully taken due to prior bookings. We only have one 2-day block available in December, with two 2-day blocks available in January and February and one in March. Sorry. These will go quickly.

Can We Run Your Workshop After 31 March 2020?

Yes. Simply contact us to discuss possible dates. While the pricing may revert to our normal rate for workshops held after the 31 March 2020, we'll maintain the offer to include up to 16 attendees (usually 10 attendees) at no extra cost for workshops held between then and 30 June 2020.

What Next?

The first step is to let us know which workshop/s you want to deliver. We can then discuss your preferred date options and have those dates saved for you.

What Is The Special Offer?

Register for four or more workshops and you will receive a free 90-minute *Presenting for Impact and Outcomes for Leaders* seminar.

Can The Course Be Tailored To Your Organisational Needs?

Yes. By introducing specific, targeted in-class activities and examples, we will work with you to provide answers to the real needs of your organisation. For instance, we can take a “real-world” problem and use the workshop to work towards solving that problem – giving you a real, applied and tangible outcome for your workshop investment.

What People Say About Foundation Road Workshops

This course has provided a clearer understanding of decision making in the leadership role. I now have a greater understanding of how to use values to meet the needs of my organisation.

Thea B. Department of Education. WA.

This course was incredibly informative, balanced and easy to understand for both experienced and emerging leaders. It's also a lot of fun and offers real world solutions to everyday issues facing teams.

Renee C. ACT Government.

Useful to new and emerging leaders to build decision making competence and explore alternative ways of thinking around work issues. Lowri G. ACT Government.

Although not primarily a decision maker myself, I found the course equipped me with the tangible skills to persuade and influence the ultimate decision makers. An entertaining delivery of the content with excellent case studies to illustrate key concepts. Justin W. ACT Government.

I would strongly recommend the 'Decisive Leadership' training course to any Public Service Agency that requires an effective, informative and relevant appreciation of decisive leadership within the context of the Australian Public Service. Lindsay B. ACT Government.

Terms and Conditions

Courses can be conducted Australia wide.

The quoted rates are inclusive of all Foundation Road costs related to the provision of these services within a State capital city or metropolitan area & includes Foundation Road's workbooks, travel & accommodation.

At-cost expenses for Foundation Road travel & accommodation to regional centres, where required, are additional to the above rate & payable by the client.

Foundation Road is not liable for any client or client staff related venue, catering, travel, accommodation, support material or ancillary costs.

Foundation Road can provide venue and catering if required, payable by the client (see FAQs).

For areas outside of the Greater Sydney Metropolitan (GSM) region, the free *Presenting for Impact and Outcomes for Leaders* seminar to be conducted the day before or day after the planned workshop dates in State capital city or metropolitan areas and selected NSW regional areas. For locations outside of these nominated areas, the free seminar can be delivered at other dates for the at-cost expenses of any associated Foundation Road travel & accommodation, which will be payable by the client. Within the GSM, delivery can occur at an agreed date at no additional cost.

Broadcasting of the free *Presenting for Impact and Outcomes for Leaders* seminar via internal teleconferencing facilities is permitted. Foundation Road and/or its facilitators/authors retain full copyright and intellectual property in perpetuity for all Foundation Road and associate workshop/seminar materials.

All workshops must be secured in a single booking conducted at the same time for **delivery, at a mutually agreed time, between 01 December 2020 and 31 March 2020** to receive the discounted rates.

Cancelled workshops from one discounted series registration will attract the equivalent discounted rate for the equivalent series of the remaining or delivered workshop numbers.

Minimum 25% deposit of full selected programme required at time of programme booking. Pro-rata invoicing at the completion of each workshop with the equivalent pro-rata deposit subtracted. Terms and conditions apply.

The stated workshop prices will remain valid for those workshops booked on, or prior to 31 December 2019.

Workshops must be delivered by 31 March 2020 – unless otherwise agreed to.

Contact Us Now To Book Your Workshop

Email: events@foundationroad.com

Phone: 0429 389 744

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