



ELITE LEADERSHIP PROGRAM

TAILORED TO THE AUSTRALIAN CLUB INDUSTRY



DELIVERED BY
DEBBIE ORGAN & WAYNE PEARCE

ELITE LEADERSHIP PROGRAM

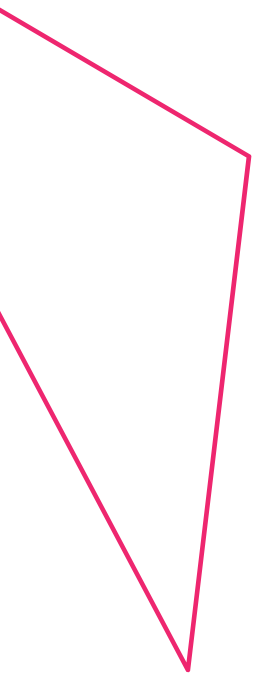
Clubs Without Borders has partnered with peak performance expert Wayne Pearce to bring the Elite Leadership Training program to the Australian Club Industry.

In the wake of the global pandemic, leaders in all industries have found themselves in the position of needing to learn how to adapt to a rapidly changing operating environment and increasing leadership pressure.

The pandemic has not only forced a reevaluation of operational priorities but has also shifted the core competencies of good leadership.

Pre-pandemic, clubs were already under increasing competitive and regulatory pressures. With the industry's venue numbers contracting, and the ongoing effects of the pandemic, good governance and strong leadership will be critical for club survival.

This advanced leadership training will equip club leaders with cutting-edge insights and practical tools to operate, communicate and lead their teams effectively in this ever-changing post-pandemic environment.



THE PROGRAM STRUCTURE

The elite leadership program focuses on five core competencies of effective leadership:

Module 1: Self-awareness

Module 2: Advanced communication

Module 3: Team leadership

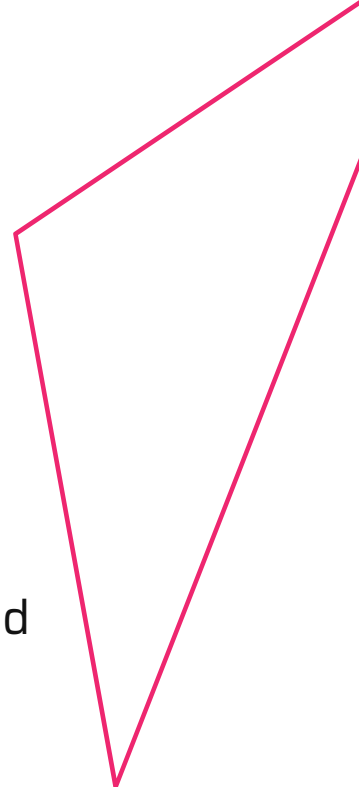
Module 4: Coaching and motivating people

Module 5: Accessing flow state

Each module is presented via a face-to-face full-day training at 4 to 6 week intervals and will be delivered at clubs across Australia.

**WAYNE
PEARCE**

“Great leaders know what makes people tick. They inspire them to find a way of making the seemingly unattainable, a reality”





MODULE 1:

AUTHENTIC LEADERSHIP FOUNDATIONS (LEADING SELF)

What is authentic leadership and why should you care about it?
Authentic leaders are more trusted and respected by their teams and as such affect greater efficiency and outcomes in their businesses.

Authentic leadership begins with a deep sense of self-awareness. In fact, it cannot exist without it.

During this first leadership training day, you will gain insights into your leadership strengths, perceptions, specific psychological needs, communication preferences, personality biases and distress patterns of behaviour.

You will gain a deeper understanding of your natural abilities, areas of vulnerability as well as the impact your leadership style has on your team.

You will be equipped with the awareness to self-regulate emotional reactions, mitigate stress-responses and to draw on your personal strengths to create an environment of trust and cohesion.

Prior to the training participants will be required to complete a questionnaire, which will be used to generate a personalised report offering insights into your particular style of leadership. This will be used as a learning aid throughout the day.

MODULE 1

CONTENT

1. THE CONCEPT OF LEADERSHIP

- Understand what it means to lead in a volatile, complex, uncertain and ambiguous world
- The difference between being a leader and a manager
- How to transition from a motivated employee to an effective leader
- Identify and develop talented employees
- The six core leadership development areas

2. UNDERSTANDING SELF

- The science of personality and how to apply it to better leadership
- Become aware of your personality traits and core strengths
- Weave your traits and strengths into your leadership style
- What is your preferred communication perception and how does this impact your leadership style
- Become aware of the specific factors that trigger your distress pattern and understand how to mitigate them
- Identify your pattern of distress when under pressure
- How to rise above stress before entering distress

3. BEING A TRUSTED LEADER

- Why trust is a key enabler of performance
- Understand the 13 trust behaviours
- Understand how you can become a more trusted leader





MODULE 2: **THE ART OF COMMUNICATION AND INFLUENCE**

Effective leaders know how to connect, communicate and positively influence team members to achieve a common goal. These are fundamental leadership competencies that are seldom taught in formal education and often employees who are promoted into leadership roles are expected to hit the ground running with no structured training around what good communication looks like. This leaves the business at risk of unmotivated teams and diminished productivity, which can be a critical failing in clubs, whose very success is based on customer service by motivated staff.

In this module you will learn about the four different channels of communication and how to connect and influence in any given interaction. You will also learn about distress patterns of behaviour and how to effectively engage with a person in distress.

You will also be introduced to a framework for effectively engaging in difficult conversations such as performance management issues.

MODULE 2

CONTENT

1. BECOMING AN EFFECTIVE COMMUNICATOR

- Learn how to identify different personality types based on behavioural cues
- Learn the most effective communication techniques for different personality types
- Practice applying the four communication styles
- Learn how to re-establish effective communication when miscommunication occurs

2. THE ART OF INFLUENCE

Different personality types have different psychological needs. If these are not met, the person may be triggered into a distress pattern of behaviour.

- Understand how personality based psychological needs drive human behaviour
- Learn to identify the needs of your team members and what you can do to meet them

3. HAVING DIFFICULT CONVERSATIONS

High-stakes conversations such as performance reviews and negotiations can trigger distress patterns.

- Learn to use the Drama Triangle Framework to understand distress dynamics during high-stakes conversations
- Learn how to establish a safe environment to start a high-stakes conversation
- Learn a powerful framework for successfully engaging in difficult conversations with clarity, compassion and accountability

TEAM IGNITION MODEL®



MODULE 3: LEADING TEAMS

Do you have the specific skills required to move a business team into the high-performance space?

Research by Korn Ferry (2015) identified that the number one skills-gap for business leaders in Australia is “Building Effective Teams”. This is a critical insight given that the increasingly complex nature of the modern workplace requires higher quality teamwork than ever before.

In this training, you will learn how to apply the Team Ignition © framework to achieve peak performance within your teams. The methodologies you will be introduced to have been practiced by elite professional sporting teams and the Australian Army Special Operations unit.

By the end of the training you have a suite of tools to support you in effectively developing and leading a high-performing team.

MODULE 3 CONTENT

1. CREATING A SAFE TEAM ENVIRONMENT

- Introduction to the four layers of the Team Ignition model
- The importance of creating an “emotionally safe” workplace culture
- Johari’s connection exercise
- Measuring the team trust score

2. ESTABLISHING TEAM PURPOSE

- Understand the importance of establishing a clear team purpose
- Establishing role clarity & team goals
- Celebrating team success
- Identifying the core behaviours of effective teams

3. EFFECTIVE FEEDBACK

- Understand the importance of feedback (corrective and praise)
- Establish team protocols for giving and receiving feedback
- Circle of strength team feedback activity

4. BUILDING TEAM CULTURE

- How to create a supportive and caring workplace culture
- Strategies for optimising performance through celebration and positive reinforcement





MODULE 4: **COACHING AND MOTIVATING YOUR PEOPLE**

The world's leading companies are increasingly investing in coaching as a tool to identify and develop high potential team members and maintain an edge over their competitors. Coaching empowers staff with intrinsic motivation which enables team members to become more proactive, take greater initiative, improves morale and directly impacts the productivity of your organisation.

Understanding the psychology of motivation allows leaders to proactively interact with their teams in a manner that inspires and energises them.

In this seminar, you will learn a powerful framework for coaching your team members to excel in their roles with self-directed willingness and greater accountability.

“Those with strong, authentic leadership, who have the trust of their teams, will succeed.”

**DEBBIE
ORGAN**



MODULE 4 CONTENT

1. THE COACHING MINDSET

- The difference between coaching, teaching and telling
- The six unique adaptive leadership styles
- Introduction to the primary ethical considerations that coaches must consider
- Understand the four core coaching principles

2. G.R.O.W FRAMEWORK FOR COACHING

- Set the GOALS for the coaching session
- Establish the REALITY of the situation
- Examine the OPTIONS available
- WHAT are we going to do about this?

3. ASK THE RIGHT QUESTIONS

- Asking the right questions is at the core of effective coaching. Learn how to ask the right questions
- Explore and practice the seven primary coaching questions
- Understand and practice active listening

4. OPTIMISING YOUR MINDSET FOR SUCCESS

- Why mindset is so important and how you can begin to develop yours
- The importance of anchoring yourself in the optimistic headspace for resilient and inspiring leadership
- The three key determinants of mindset: Permanence, Pervasiveness and Personalisation





MODULE 5:

THE X-FACTOR OF LEADERSHIP: ACCESSING THE FLOW STATE

In positive psychology 'the flow state' is known as the mental state in which a person is fully immersed in and energised by the task they are working on. This is also known as being 'in the zone'. Exceptional leaders know that this is where great things happen and the ability to access this state on demand is the X factor of productivity, success and happiness.

In this module, participants will be introduced to a range of tools that allow leaders to access and harness the flow state of performance.

MODULE 5 CONTENT

1. PERSONAL ENERGY DYNAMICS

- How to channel personal energy for productive emotional states
- Understanding the role and impact of diet, exercise and mindfulness in effective leadership

2. ACCESSING THE "PEAK PERFORMANCE FLOW STATE"

Flow is a peak state of consciousness where leaders feel and perform at their best.

- Understand and implement the six "flow" triggers into workplace routines

3. SEEKING OUT MARGINAL GAINS

Understand the three layers of marginal theory:

1. Establish world class basics
2. Look to innovate
3. Pursue marginal gains

4. ALIGNING WITH YOUR TRUE NORTH

- Why having purpose is a fundamental element of truly effective and inspiring leadership
- How to align to your true north and inspire your team members to do so too

MEET THE TRAINERS



DEBBIE ORGAN

Debbie is a business woman, mentor, speaker, educator and one of the club industry's most experienced and trusted advisors.

Having worked with hundreds of clubs, as well as councils, government organisations and various not-for-profit groups, Debbie has built her reputation on ensuring that her clients are educated and protected from unethical contracts.

With a 30 year career in corporate banking and finance behind her, as well extensive university lecturing experience, Debbie has devoted the last 25 years to training and advising the Clubs industry.

In 2020 Debbie recognised a need for clubs to have access to completely independent advice and identified significant training gaps, and in turn launched Clubs Without Borders, a 'one-stop' independent resource and training hub for clubs across Australia.



WAYNE PEARCE

Wayne Pearce is an ex-professional rugby league player and coach. As a peak performance expert, Wayne has spent the past 13 years providing leadership training to clients like Harvey Norman, Bunnings and Telstra.

In his series of Performance Ignition seminars, Wayne draws on wide-ranging scientific research as well as from his own experiences as a world-class sportsman, coach and motivator.

Wayne Pearce Advantage in Australia provides cutting edge tools, techniques and executive coaching support to enable organisations to become more successful whilst helping individuals become more fulfilled.

With his vast experience and infectious passion for motivation, team building and leadership training at all levels, Wayne delivers engaging, interactive and dynamic peak performance training.

TAILORED EDUCATION FOR THE AUSTRALIAN CLUB INDUSTRY LEADERS

SPEAK TO US ABOUT ENROLMENT TODAY!

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