



Grant Thornton

An instinct for growth™

EXECUTIVE LEADERSHIP ACADEMY



A TRANSFORMATIONAL LEADERSHIP PROGRAM

The Grant Thornton difference

Today's leaders face many challenges navigating disruptive, often volatile and ambiguous environments. A fundamentally different approach to leadership development is required.

Grant Thornton has had outstanding success with its highly effective and engaging approach to leadership development. Our Transformational Leadership program is purposefully structured to:

- stimulate and provoke personal growth
- create the ideal space for leaders to reflect, connect and build their emotional intelligence

The best leaders are those open to challenge and change, requiring reflection, interaction and often fearless self-analysis. The days of passive participation – sitting, listening and hoping for transformation – are gone forever.

As leaders develop their careers, they can no longer rely solely on their current skills and knowledge. We take participants into challenging environments that reflect the complex issues facing organisations today, and help them explore the dynamics and complexities of their current leadership styles.

Our learning environments enable exploration of alternatives while providing access to the latest research and thought leadership. Participants are empowered to reflect, experiment and change the way they lead. These shifts are evident from very early in the program and built upon, layer upon layer, to achieve sustainable personal change.

Leaders should be prepared for an innovative experience. We challenge them to expand their thinking about the external world and connect deeply with their communities – their clients, their people, their careers – to make a tangible difference.

By the end of this experience leaders will:

- Lead with increased confidence, self-awareness and clarity of purpose
- Demonstrate greater resilience and courage dealing with significant change
- Recognise and respond to complex problems quickly and imaginatively
- Build high levels of community and cultural awareness, and an ability to connect deeply with their people and their customers
- Lead multi-generational and diverse teams with the confidence to deliver optimum outcomes
- Build an organisational culture that fosters innovation and inclusiveness

I am now more acutely aware of me, my strengths, how they impact my performance and those around me.

- Iain Kemp, Managing Partner

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PROGRAM OVERVIEW

Using a multi-dimensional approach, participants complete a 12-month interactive leadership journey. Every few months we bring participants together for a two-day workshop, and in the weeks in between the learning journey continues, with a rigorous online program supported by an executive coach. The blended program includes:

- **360 degree leadership assessment** – identifies the underlying thoughts and motivations that guide behaviour. This assessment promotes awareness of the impact of leadership style, leading to personal insight and growth opportunities
- **Development workshops** – four 2-day workshops that focus on the practical application of contemporary leadership thinking, plus innovative outside-of-classroom engagements designed to challenge and provoke new thinking. Participants will work with and learn from world-class facilitators, well-known thought leaders and a cohort of senior peers from diverse industries
- **Weekly online learning** – Grant Thornton has partnered with a leading online leadership program. Based on extensive and evidenced-based research, the program is designed to increase leadership effectiveness tenfold
- **Community immersion** – held at locations around Sydney, in communities and institutions that relate to the theme or issue being explored. (Previous locations have included schools, migrant communities, community centres and public housing estates)
- **Coaching teams** – Participants will work and learn in teams, with each team allocated an experienced coach to facilitate sessions and guide the teams learnings
- **Extra materials** – A stimulating reading list is provided covering current media, leadership theory and case studies

Workshop	Dates
Workshop 1	Thurs 23 rd – Fri 24 th Mar 2017
Workshop 2	Tue 20 th - Wed 21 st Jun 2017
Workshop 3	Mon 16 th – Tues 17 th Oct 2017
Workshop 4	Mon 5 th – Tues 6 th Feb 2018

Applications

All applications must be submitted six weeks before the program start date. For more information, contact Kim Schmidt.

Investment

\$12,000 per participant (ex. GST) includes:

- 360 degree leadership assessment with personal feedback
- Four x 2 day workshops in Sydney (catering included)
- Online learning – 30 weeks
- Experienced executive coaching
- Discount available (10 per cent) with two or more participants from the same organisation and early bird bookings (payments to be received eight weeks prior to commencement)
- Price excludes flights, accommodation and additional meals

Teams

The program is suitable for individuals as well as teams from the same organisation. When colleagues attend the program as a group, benefits accrue from shared knowledge and a common vision, providing additional impetus to pursue business goals and affect critical organisational transformation.

Enrolment

More information at:

www.grantthornton.com.au/executive-leadership-academy

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