

Growing Authentic Leaders

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The fundamental challenge for leaders

Developing leaders who are resilient, innovative and courageous in a highly dynamic and interdependent workplace requires a fundamentally different approach. The days of passive participation – sitting, listening and hoping for transformation are gone forever.



How do you build an organisation that can change as fast as change itself?



How do you build an organisation where innovation is the work of everybody, all the time, every day?



How do you create an organisation where people are willing to bring you the gifts of their initiative, their creativity and their passion?

The leadership challenge

The word 'leadership' is googled over 6 million times across the world every month and 10,000 academic articles are published about leadership every year. All across the globe, corporations, organisations and governments understand the emerging importance of leadership.

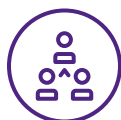
In today's turbulent environment there no shortage of challenges facing business leaders . From data breaches to competition from emerging markets the list goes on. But the most important challenge facing leaders isn't an external threat. It's the one that's coming from inside company walls, ready to derail all the hard work that goes into building a profitable organisation. It's the leadership pipeline, or lack thereof.

More than half of chief executive officers don't believe their direct reports have the capability to become part of the C-suite. The gap for building great leaders has widened in every region of the world.

This may not be so surprising given that the development of a leadership pipeline is often one of the most challenging issues in business. But while many organisations recognise the importance of leadership development, research shows that 42% of executives surveyed aren't making this a priority.



The modern world brings about new challenges that are more complex than ever before. The environment in which we operate is, volatile, uncertain, complex and ambiguous (VUCA).



This means that there is no single ideal model for what a good leader looks like. The knowledge, skills, abilities and attributes that an effective leader possesses is in context to the operating environment. We need leaders that are agile, adaptable and self-aware.



Successful leaders today empower those around them, encourage collaboration and create an environment of innovation and creativity. Like a conductor, effective leaders create music without playing a single note. They trust their team and integrate their individual perspectives and expertise to create unforgettable performances.

Our approach

Drawing on the latest research and innovations in leadership, positive psychology and behaviour change we assist in creating sustainable and positive leadership habits.

We support leaders to consciously embark on a personal journey of leadership development. Our inside-out approach encourages leaders to truly understand themselves and the impact they have on the world around them.

We facilitate the alignment of the whole person including friends, family, interests and work. We foster connection with the leaders individual purpose and meaning.

On this journey we provide experiences to create self awareness, helping leaders identify behaviours, attitudes and beliefs that positively impact their lives and those around them.

Through our program we provide leaders with tangible opportunities to experiment with change and form good leadership habits. We do this by:

- 1 Raising awareness
- 2 Focusing attention
- 3 Supporting deliberate practice
- 4 Helping establish supportive relationships and environments

Grant Thornton Executive Leadership Academy Offerings



Transformational Leadership program

A public leadership program for C-Suite executives. 12 months in duration.



Challenger Leadership program

A public leadership program for imminent future leaders aspiring to executive leadership. 9 months in duration



Bespoke leadership development

Drawing on our combined experience in Leadership, Talent and Culture we create bespoke solutions to your leadership challenges

Our leadership development programs seeks to:

- foster leadership at all levels
- help create innovative working environments
- support leaders to tackle real challenges for greater social and economic impact.
- create socially impactful organisations
- provide opportunities for leaders to work and learn outside of their functional roles
- create inclusive, diverse cultures
- align leaders around their organisation's most challenging issues
- create an environment where team members find sustainable solutions together
- build customer-centric organisations
- help leaders really understand their world and themselves

Who is Executive Leadership Academy for?

Leadership is not a position.

It is a decision.

Our Executive Leadership Academy is designed to unleash leadership potential wherever it may be.

The primary requirements is curiosity, openness to experiment, openness to feedback, strong personal values and a commitment to make a change.

At our Executive Leadership Academy we create immersive learning experiences that will shift the way you view opportunities, challenges and issues.

Our public programs thrive from diverse groups of people across all sectors. Including public sector, not-for-profit, professional services, and retail. Participating in the public programs provides leaders with the platform to connect and collaborate with a diverse group of senior executives.

GT's Executive Leadership Academy is for people who care about their own growth and to have a desire to lead their organisations for the better.

Leadership in today's world rests in the ability to cultivate resilience, adaptivity and innovation within individuals, teams and the workplace as a whole.

We focus on helping leaders build confidence in leading change and innovation.

Our programs explore the emerging area of Positive Leadership, drawing on the academic disciplines of Positive Psychology and Organisational Behaviour

We help activate a coaching mentality – to manage conflict effectively and foster authentic, high-performing teams

Our courses are designed to be both challenging and supportive, and as such, are aimed at individuals who are ready to make the transition from Management to Leadership.

Does this sound like you?



A passion to ignite engagement and discretionary effort in your people



Facing a challenge that calls for a significant shift in your organisation



A desire to engage, inspire and motivate your teams to the next level



Leading major organisational transformation



Wanting to discover new, 'next practice' (as opposed to known, 'best practice')



Managing a culture of innovation



Seeking a deeper connection in your organisation with the wider community

Transformational Leadership program overview

We create a unique learning environment where leaders can experiment, move outside of their comfort zones, be open, challenge their own beliefs, embrace fearless self analysis, reflect and connect deeply with others

Using a multi-dimensional and multi-faceted approach be prepared for a 12 month interactive leadership journey. The blended program includes:

- Pre and Post 360 degree individual leadership assessment
- Weekly online learning
- 4 x 2 day workshops
- Access to an experienced coach to support learning
- Community immersion

We create a learning environment that are challenging, creative and encourage experimentation.

We have an unwavering focus on innovation, resilience, strength-based coaching, agility, growth mindset, empowerment and courageous leadership.

We take leaders into real-life challenging environments that reflect the complex issues facing organisations and we enable them to explore the dynamics and complexities that characterise the work of leadership in today's interconnected world.

The result is that we create positive differences in the way leaders perform and lead and these shifts are evident from very early in the program.

Be prepared for a unique experience!

You will learn to:

- Work with increased self awareness with clarity of purpose and values.
- Build resilience and confidence to work in unfamiliar circumstances.
- Recognise and successfully navigate complex and adaptive problems.
- Understand the purpose and necessity of deep connection and authentic collaboration
- Unlock the benefits of diversity and inclusion



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About us

We're an organisation of independent assurance, tax and advisory firms, made up of 47,000 people in 130 countries. And we're here to help dynamic organisations unlock their potential for growth.

For more than 100 years, we have helped dynamic organisations realise their strategic ambitions. Whether you're looking to finance growth, manage risk and regulation, optimise your operations or realise stakeholder value, we can help you.

Grant Thornton Australia has more than 1,160 people working in offices in Adelaide, Brisbane, Cairns, Melbourne, Perth and Sydney. We've got scale, combined with local market understanding. That means we're everywhere you are, as well as where you want to be.



1,160+
People nationally



47,000
People globally



130+
Countries



\$4.8BN
Worldwide revenue
2016 (USD)

Industry Specialisation



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Products &
Retail



Energy &
Resources



Financial
Services



Food &
Beverage



Health &
Aged Care



Life
Sciences



Manufacturing



Not for Profit



Professional
Services



Public
Sector



Real Estate &
Construction



Technology
& Media

Our services

Audit & Assurance

Private Advisory

Private wealth

Family office services

Superannuation

Business advisory services

Tax

Financial Advisory

Forensic consulting

Corporate finance

Restructuring advisory

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