

The logo for hardygroup, featuring the word "hardygroup" in a dark blue, lowercase, sans-serif font, centered within a white rectangular box. The background of the entire slide is a dark blue gradient with a pattern of intersecting diagonal lines.

LEADERSHIP DEVELOPMENT PROGRAMS

Designed for Boards, Executives,
Managers and Emerging Leaders

**WE FIND
AND GROW
GREAT
LEADERS**

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About hardygroup

HardyGroup's (HG) mission is simple – **We Find and Grow Great Leaders** – and we have been doing exactly that for more than 30 years in public and private health, primary, community and aged care as well as the broader public service.

30⁺
YEARS

Our synergistic business model which incorporates **Executive Search and Recruitment, Interim Executive and Locum Placement, Board and Executive Learning Sets, Leadership Development Programmes, and Succession Planning** is our unique point of difference and why we are regarded as the leading trans-Tasman partner agency by clients.

Combining longstanding interpersonal relationships with our deep networks, exceptional team, integrated service model and proven methodology guarantees our clients an effective, one-stop shop end-to-end service.

When engaging HG you can be confident in a deeply personalised experience and service as nothing matters more to us than relationships and results.



What we do

Frontline sectors, particularly health and human services, are constantly evolving and adapting to new challenges. In order to thrive in this ever-changing landscape Boards and Executives must possess strong leadership skills and be prepared to invest in their own development as well as that of their current talent and their pipeline of next generation leaders.

HardyGroup (HG) Leadership Development Programs are designed to help experienced executives develop the contemporary skills they need to lead their organisations through times of change and uncertainty as well as support emerging leaders to build the skill set to transition into broader and more senior executive roles.

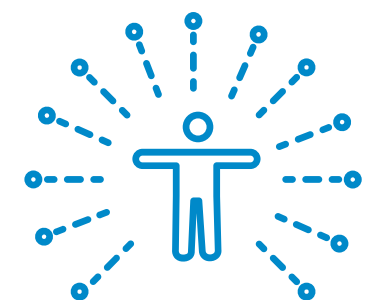
We offer a variety of programs, diagnostics, training modules, workshops, and coaching, in action & adult learning formats that are tailored to the specific needs of current leaders and the next generation of emerging leaders.

One of the key benefits of the HGLeadership Development Programs is that it can be tailored to suit your organisational priorities and linked to workforce planning, personal development, performance management systems and accountability frameworks. It provides an evidence basis from which to coach and manage your most valuable resource – people.

HG specialises in working with organisations to ensure that the Leadership Development Program delivers both individual and organisational rewards.

Importantly, it allows leaders to network and build relationships with other peers in their sector and across related sectors. This can be invaluable in terms of gaining new perspectives and insights, as well as developing new and innovative approaches to business challenges and opportunities.

The HG Leadership Development Programs are an investment in the future success of organisations. By developing strong leaders who can navigate the complexities of the industry, their organisations will be better equipped to deliver high-quality services and achieve their strategic objectives.





Executive coaching

Our executive coaching programs and coaches offer the flexibility to suit a variety of individual and organisation needs and professional development support. They can be accessed in a one on one format or team-based, as part of a suite of support for personal growth, work satisfaction, innovation, and professional guidance.

Executive Learning Set Program (Peer Based Coaching)

The Executive Learning Set program is a trans-Tasman peer to peer executive coaching based around action learning. It provides the format for ideas, information, industry expertise and best practice exchange between executive peers from different jurisdictions navigating similar issues and opportunities.

For over 30 years HG has delivered and refined this signature program with 95% of participants identifying their involvement in the program as having delivered a tangible return on investment for both themselves, and their organisations. With over 400 executives as current Set members and over 5,000 alumni, it has not only stood the time but continues to rank amongst the most valuable leadership support programs available today.

Executive Learning Sets are carefully curated to match peers in a way that accounts for their personal development needs, the level of experience and role held within the organisation. It then looks to support them with a highly experienced facilitator who provides both group and individual mentoring. Set meetings also offer the opportunity to see firsthand health programs and initiatives are being led through the inclusion of site visits and guest speakers.



Governance Learning Set Program (Peer Based Coaching)

Governing Boards are often overlooked in discussions around professional development. Beyond one off support for governance accreditation with the AICD/IOD, which is theory, Board members are provided with little ongoing access to development that enables them to put theory into practice.

HG has extended its leadership program to provide an opportunity for Board Chairs and Board Members of Health and Human Services from different jurisdictions to learn, share and grow through their real life challenges of navigating complex governance environments.

Organisational Set Program (Team Based Coaching)

Organisational Learning Set Programs, or Internal Learning Sets, are focused on championing the strategic and operational priorities of your organisation by building high performance, cross functional teams, with a shared commitment to learning, growth and accountability for outcomes.

Using a peer to peer action learning accountability framework, internal Learning Sets are supported through facilitated group sessions that focus on both individual as well as shared goals and outcomes.

Additional 1:1 coaching can be included for team members assessed as being at a different stage of their leadership journey.

Executive Coaching (Personal Coach)

Executive coaching is a form of professional coaching that is designed to help executives, managers, and other high-level professionals improve their leadership skills and achieve their goals. It typically involves one-on-one sessions with a trained coach who helps the client identify areas for improvement, set goals, and develop strategies to achieve them.

The coaching process may involve assessments, feedback, and action planning to help the individual gain greater self-awareness, identify blind spots, and develop new approaches to leadership and management. The coach may also provide guidance on specific skills or issues, such as communication, conflict resolution, time management, and delegation.

Executive coaching can be beneficial for individuals at any stage of their career, from new managers to seasoned executives.

It can help them improve their leadership effectiveness, enhance their communication skills, increase their emotional intelligence, and achieve their career goals. HG as a range of executives coaches to ensure that the match makes sense for the individual and the stage of their personal and professional development.





Diagnostics

Performance, Accountability and Workforce Planning

Building and maintaining a high functioning executive team is critical in the fast-paced world of health and human services. Attracting, retaining and optimising the skills of the current workforce is becoming increasingly challenging as the battle lines for talent attraction are drawn.

HG is invested in the long term success of your organisation and has built a suite of diagnostic capabilities to support the ambition of executive leadership that is practical and grounded in real time, real world environments. These diagnostic options and tools mean you are working with evidence and reflective practice.

Understanding both the existing and emerging leaders within organisations and ensuring there is a conscious effort made to support them will be what differentiates employers of choice. Understanding their unique and collective needs and strengths will assist in unlocking the leadership potential both now and into the future.

HG will support you and your workforce planning and development areas case manage individuals throughout the program to map and track their performance and growth.

Leaderskill 360

Are you looking to enhance the leadership effectiveness and maximise your potential as a leader or the leadership of your teams? Our executive coaching programs include a 360-degree feedback tool, Leaderskill 360. It is a comprehensive tool that provides feedback from multiple perspectives to help identify strengths and areas for improvement in the leadership style of executives and team members.

It begins with a self- assessment, followed by confidential surveys sent to your manager, peers, direct reports and other stakeholders who work closely with you. The feedback is then compiled into a detailed report that we review together, discussing your strengths and areas for improvement and developing a plan for growth.

Our team of experienced executive coaches will work closely to help identify and address any gaps in leadership skills, such as communication, decision-making, delegation, and conflict resolution.

Our program helps individuals develop greater self- awareness, build stronger relationships with their teams and enhance their ability to work with others to achieve outcomes.

The Leaderskill 360 pitch can be a valuable tool for executives looking to improve their leadership effectiveness. It provides a comprehensive view of their performance and can help them identify blind spots and areas for improvement. The process also promotes self-awareness and helps build trust and transparency between the leader and their team.

Enneagram

Team Profiling: Leading Yourself & Others

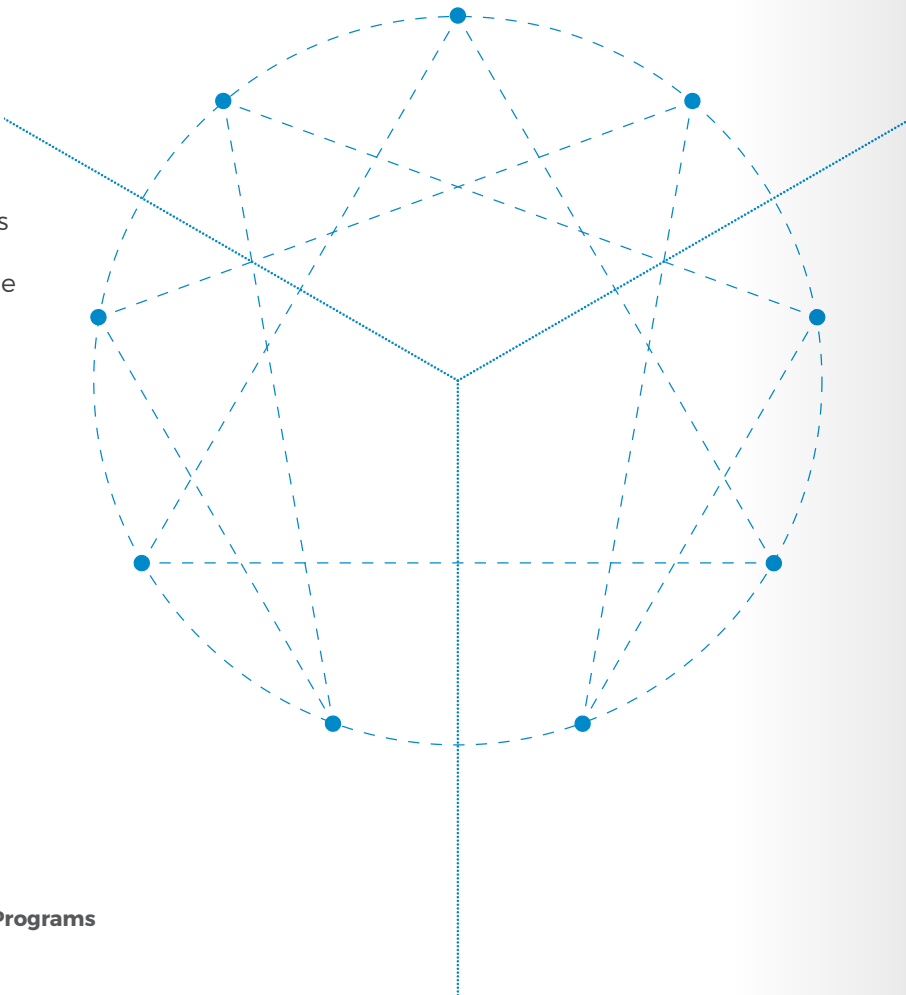
Are you tired of ineffective team building activities that fail to deliver long-lasting results? Are you ready to invest in your organisation's development in a way that truly addresses the unique needs and motivations of each individual team member? Look no further than the Enneagram.

Used by organisations worldwide, Enneagram is a powerful tool for understanding individuals' underlying motivations, strengths, and areas for growth. By learning about the nine distinct Enneagram types and their associated patterns of behaviour, teams can gain a deeper appreciation for their colleagues' perspectives and work together more effectively toward shared goals.

Our team of executive coaches have extensive experience facilitating workshops and individual development sessions for businesses of all sizes, from startups to large multi-national organisations, and with specific needs and challenges, such as improving communication, increasing productivity, accountability or enhancing leadership skills.

Through our approach, your team will gain insights into their own Enneagram types, as well as those of their colleagues. This understanding can lead to increased empathy and collaboration, improved communication, conflict resolution, and greater overall satisfaction with work. team dynamics, personal growth, performance and professional development.

Investing in organisational and team development through the Enneagram is a smart move for any business looking to build a strong, motivated, and productive team.



Working genius

Increase Productivity & Engagement

Are you looking to increase productivity and engagement in your team and organisation?

Working Genius is a tool that can help you unlock the unique talents and abilities of each team member, leading to greater satisfaction and success for all.

Working Genius is based on the idea that everyone has natural talents and areas of strength that can be leveraged to increase their performance and engagement at work. Through a simple online assessment, Working Genius helps individuals and teams identify their unique working geniuses, or the areas where they excel and find the most fulfillment.

Once Working Geniuses are identified, they can be leveraged to improve team dynamics, optimise work processes, and increase productivity. By creating opportunities for team members to work within their Genius it leads to more engaged and motivated teams, better equipped to achieve organisational goals.

Working Genius can be used in a variety of settings, from small teams to large organisations, and can be integrated into existing training and development programs. By investing in the strengths and talents of your team members, you can create a workplace culture that fosters innovation, creativity and success.

Workshops

Are you looking to drive growth and development in your, while also unlocking the organisation potential of your executive and management teams?

Our executive and management workshops cover a wide range of topics, from strategic planning and decision-making to leadership development and team building. We utilise interactive and engaging learning methods, such as case studies, role-playing, and group exercises, to ensure that participants are fully engaged and can apply what they learn in real-world situations.

Our experienced facilitators have a proven track record of success and are skilled at helping participants unlock their full potential. Through our workshops, your executive and management teams will gain greater self-awareness, improve their communication skills, and develop the confidence and capabilities needed to drive organisational growth and success.

Investing in the development of your executive and management teams can have a significant impact on your organisation's success.

Unlocking leadership

The Unlocking Leadership approach is an evidence-based program designed from a sound andragogical perspective utilising a unique window of opportunity to shape your future leaders.

Unlocking Leadership is for emerging and developing leaders whilst equally suited to ambitious and aspiring leaders.

Our skilled Facilitators guide the participants to operate at the required level aligned to their roles.

Our suggested approach enables learners to scaffold their learning and plan a leadership pathway whilst concurrently supporting development of an organisational talent pipeline.

Foundation Modules (Leading Self)	Intermediate Modules (Leading Others)	Advanced Modules (Leading Teams)
Cultivate and Develop a Growth Mindset	Communicating for Results	Building and Managing High Performance Teams
In Service of Others	Influencing and Leading Change in the Workplace	Critical Conversations in the Workplace
Take the Pressure Down – Stress, Resilience and Mindfulness	Judgements, Decisions and Problem Solving	Giving and Receiving Feedback for Performance
The Good, Bad and Ugly of Conflict	Making Meetings Meaningful	Managing Performance in Others
Understanding and Applying Emotional Intelligence	Strategic Thinking and Planning	
Work Smarter – Time Management	Succession Planning and Talent Management	



WE INVITE YOU TO FIND OUT MORE



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