

The Heartwired Leader

powered by The Predictive Index

A Heartwired Leaders' quest is for continuous growth:

- personal and professional growth
- the growth and development of others
- the growth and success of the work they are responsible for.

The Heartwired Leader program takes leaders on a journey to harness that quest for growth and provides regular building & layering of skills, in a safe learning environment. The series leverages workforce analytics produced by The Predictive Index to enable participants to better manage, coach and inspire peak performance from their team.

Using PI's management guides and tools as a foundation, participants learn and practice how to tailor their management style in order to get the best from each individual member of their team.



Who should attend?

Executive leaders, managers, project managers who are on a quest for continuous growth to improve their interpersonal relationships and get the best from their people.



Why attend?

- Practice coaching skills to instil confidence, build competencies and promote initiative
- Improve delegation skills to grow the people around you and lift productivity
- Plan and practice challenging performance conversations based on individual behavioural profiles
- Acquire some practical tools for setting expectations, improving job fit, recruiting the right people, retaining top performers and driving accountability.



How will this impact our organisation?

- Gain a deeper understanding of self and others to better predict interpersonal dynamics, relationship strengths and blind spots
- Leverage workforce analytics to customise management strategies and drive motivation to achieve better results faster
- Develop insight into workplace behaviours and how to harness them to promote peak performance
- Set aspirational goals for your team and their career development to lift engagement

DURATION: 1 full day + 10 modules

CAPACITY: 16 participants

Art Meets Science Series™

The Heartwired Leader

CULTIVATE: DIGGING INTO THE SCIENCE BEHIND PI (ONE FULL DAY)



Lay the foundations for your Heartwired Leader journey, during this 1-day workshop, by learning how to read and interpret the data generated by The Predictive Index assessments so you can better employ and deploy people in roles that allow them to thrive and add massive value to your organisation. Cultivate the skills required to accurately and responsibly use The Predictive Index as you embark on the next 10 modules.

MODULE 1: MEET THE TEAM



Explore who's on your team and what their natural strengths are so you can build a foundation of high performance and increase cohesion. Describe your vision for your team and each of its members.

MODULE 2. RIGHT PERSON, RIGHT JOB



Every job has different behavioural demands and the key to peak performance is to match the demands of the job to the natural strengths of the person. Learn how to assess jobs, align people with jobs, and plan promotion pathways.

MODULE 3. USE SCIENCE TO HIRE



Develop a robust recruitment process and learn how to write a compelling job advertisement to attract the right candidates and repel the wrong ones. Create a library of proven interview questions to ensure strong person-role alignment and tailor your onboarding process.

MODULE 4. MY PREFERRED WORK STYLE



Develop your awareness around how others perceive you. Learn what drives you and how that shows up for others. Delve deep into your strengths and uncover your caution areas as you design your own personal development plan.

MODULE 5. EXPLORE TEAM DYNAMICS



Gain insight into your team members' preferred work styles and uncover team strengths and caution areas. Describe your own "dream team" traits and learn how the team can leverage any "balancers" you may have. Develop an action plan to enhance team cohesion.

MODULE 6. RECOGNISE AND REWARD



Tailor recognition based on each individual's motivating drives so they feel valued and appreciated in the way that has the most positive impact on their performance. Avoid inadvertently punishing people with a reward they perceive as a blocker.

MODULE 7. NEEDS-BASED DELEGATION



Use your knowledge of the way people want to be managed to hone your delegation skills. Empower your team, and build their confidence as they take on greater responsibility and develop pride in making a significant contribution to the organisation.

MODULE 8. BEST WORK OF THEIR LIVES



Discover the impact of next-level coaching as you develop and hone your questioning and listening skills. Use coaching conversations and frameworks to establish the conditions and environment that inspire people to produce the best work of their lives.

MODULE 9. DIFFICULT CONVERSATIONS



Develop strategies to manage conflict and disharmony, and learn how to navigate difficult performance conversations. Discover how to gain commitment to performance goals and provide feedback on behaviour.

MODULE 10. ALIGN TEAM AND STRATEGY



Increase successful execution of strategy by intentionally aligning people with projects and strategic initiatives so that people are playing to their strengths and leveraging their preferred work styles to drive results.