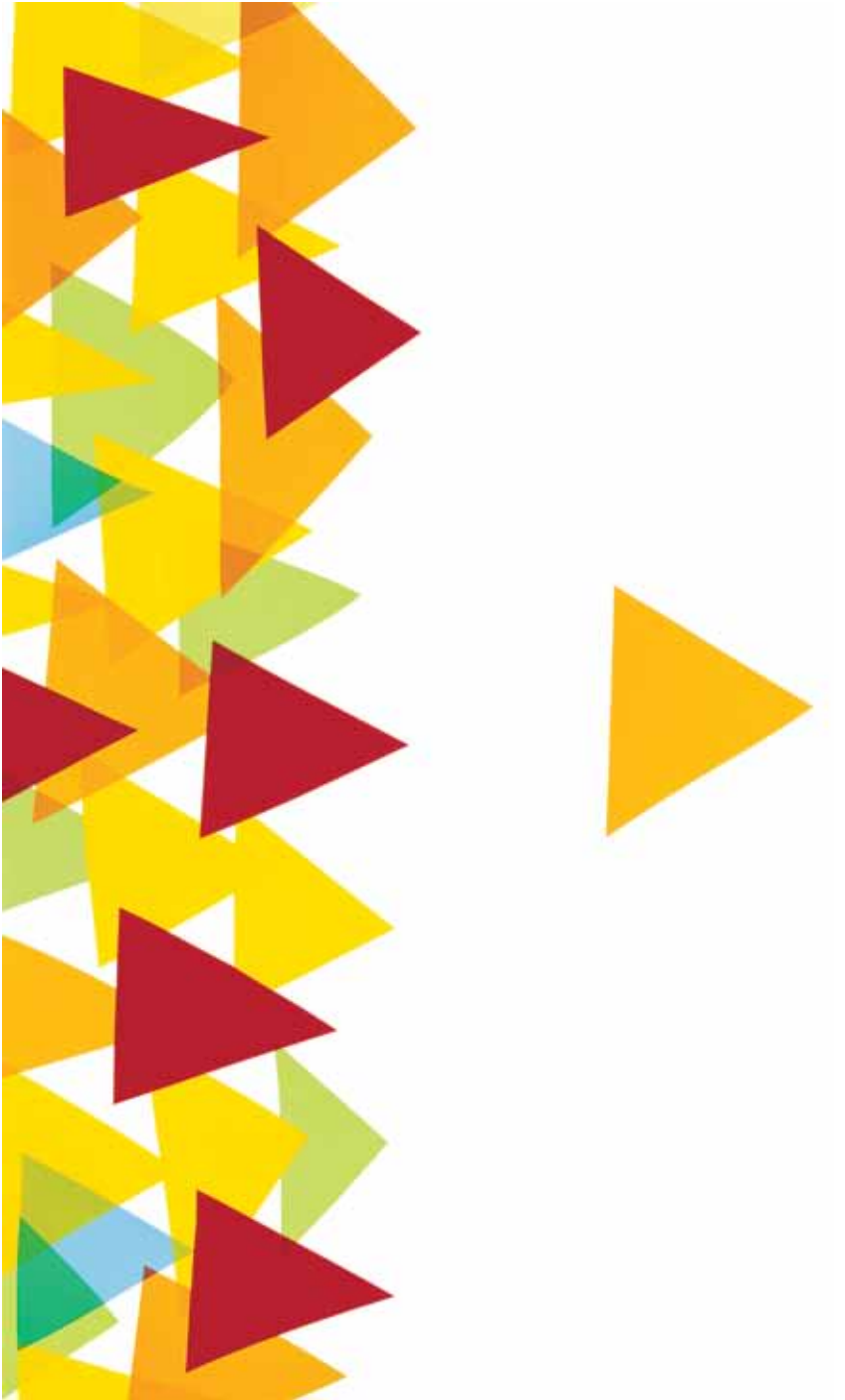


CHALLENGEINSPIREFRESH



Catapult Leadership

▶ UNLEASHING LEADERSHIP

Catapult Leadership

What is the *Catapult Leadership Programme*?

Catapult Leadership is a three day residential leadership programme. Participants discover their leadership potential and are equipped with practical and tested leadership tools and resources. The programme generates immediate and lasting benefits for participants, those they lead, and their organisation. *Catapult Leadership* is held quarterly at Brackenridge Lodge in Martinborough and at Northridge Lodge north of Auckland. To embed learning back in the workplace the programme includes one-on-one follow-up coaching.

Who is it For?

Current and future leaders wanting insight into the nature of leadership and the tools to realise their leadership potential.

Why choose the *Catapult Leadership Programme*?

Leadership Wisdom + Practical Tools = Breakthrough Results

Catapult Leadership equips participants with a unique combination of leadership wisdom and practical tools. Participants gain transformational insights into themselves and the nature of leadership and are equipped with practical leadership tools that make a real and lasting difference back at work.

Proven Track Record

Now in its ninth year, *Catapult Leadership* is the leadership programme of choice for many New Zealand organisations. The programme has a reputation for being intellectually stimulating, intensely practical, and highly enjoyable. Participants come from a diverse range of organisations and sectors which adds to the richness of the programme.

New Zealand Context and Case Studies

Catapult Leadership is made in New Zealand for New Zealand leaders. The case studies and examples used are based on the work Catapult has undertaken with thousands of New Zealand leaders and hundreds of organisations over the last twelve years. This means participants can better relate to and apply the content to their own situation.

World Class Programme Leaders

The programme leaders are experienced leaders having held senior leadership positions in New Zealand and offshore. Participant evaluations consistently rate the programme leaders as outstanding in their ability to communicate programme content in a fresh and engaging way.

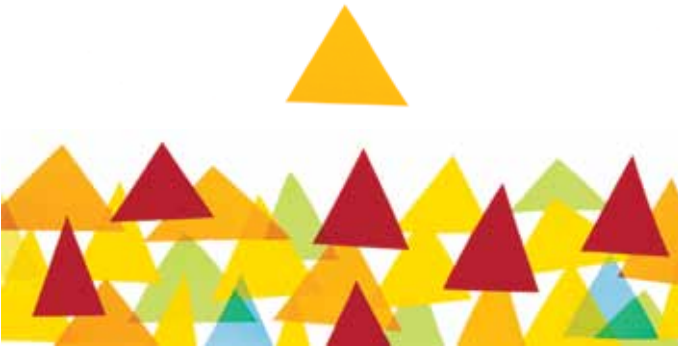
What Will I Get?

By the end of *Catapult Leadership*, you will:

- Understand what leadership is and what's expected of leaders
- Have identified what is at the source of effective and powerful leadership
- Have far greater self awareness, self confidence and leadership wisdom
- Understand your primary leadership style and how to adapt your style to be more effective
- Know how to create shared values and purpose for your organisation or team
- Know how to create a powerful and compelling vision and goals for your organisation or team
- Have developed your strategic thinking abilities
- Know how to lead change and align people
- Know how to delegate thoughtfully and effectively
- Know how to inspire and motivate your people
- Know what is required to create a high-performing team
- Understand and have practiced the fundamentals of coaching
- Have a leadership development plan for implementing learning back at work

What Does *Catapult Leadership* Take?

Pre-work ensures you enter the programme ready for an intensive and accelerated learning experience. You will complete an online assessment tool (DISC) which identifies your primary leadership style at work. You will receive a comprehensive personalised report during the programme. Getting full value from the programme requires an enquiring mind, a willingness to participate, and a commitment to implement learning back in your workplace.



THE *Catapult Leadership* PROGRAMME PROMISE:

To unleash your leadership and equip you with a world-class toolbox of leadership skills and resources.

What Participants Say

The following is typical of what graduates say about *Catapult Leadership*:

“This is the best leadership course you will ever attend bar none.”

MURRAY KEAST, New Plymouth District Council

“It was the best three days of my working life. It’s a fabulous course to go on if you really want to find and unleash your potential.”

JULIA PORTER, Manager Monitoring and Reporting,
Ministry for the Environment

“I got good practical tools that I can use to be a better leader. It’s renewed my enthusiasm and passion to do better and helped me in my career.”

JULIAN HUGHES, New Zealand Fire Service

“Relevant and practical with real world applications.”

GRANT BENNETT, Sales and Marketing Manager, Pacific Helmets

“Great course, you really want to be a better leader.”

WAYNE VERHOEVEN, Chief Financial Officer, NZ On Air

“You will learn that leadership is available to everyone. The programme gives you the tools and action plan to achieve it.”

TANIA OTT, Ministry of Justice

“Consistently full of valuable information. Excellent at giving you tools to be a leader.”

TONY DEVANNEY, District Operations Manager, St John

“Extremely valuable.”

KEL SANDERSON, Managing Director, BERL Economics

“This is a leadership course you can’t miss. It will certainly change and improve your style of leadership.”

LAURA BIDDLE, Turanga Health

“The course has reignited my enthusiasm and armed me with practical/theoretical tools. Go for it, you won’t look back.”

GAVIN CAVANAGH, Global Hydraulics Ltd.

Session Outline

▶ DAY ONE – LEADING SELF

What is Leadership?

We explore what leadership is, how it differs from management, and what's expected of leaders. Catapult's Leadership Map is introduced to guide you through the territory of leadership.

You as a Leader

There is no one best type of leader. What's important is leading in a way that is real and authentic for you. This requires self awareness, self belief and clarity about what you believe in and stand for. In this session you clarify your personal values and create an inspiring leadership vision for yourself. We reveal the hidden nature of self imposed limitations on leadership potential.

Leadership Styles

Leaders are flexible and adaptable, able to employ different leadership styles for different situations. Using the DISC behavioural styles framework we explore the impact of different leadership styles. You receive your own comprehensive DISC report which will reveal your primary leadership style including strengths and areas to work on.

▶ DAY TWO – STRATEGIC LEADERSHIP

Creating Shared Purpose and Values

Clarity of purpose and values are important touchstones for making operational and strategic decisions. Effective leaders have a deep understanding of their organisation's purpose and role model values. We show you how to develop purpose and values and leave you equipped to undertake this work with your team or organisation.

Being Forward-Looking

Leaders are forward looking – scanning the horizon, setting direction and guiding the thinking about how to reach a new future. We explore how to create a vision and bold goals. You are equipped to use a simple and highly effective strategic planning tool we've used with some of New Zealand's leading organisations.

Leading Change and Aligning

Leaders bring about change – taking people to new places and bringing about new ways of doing things. In this session we explore the dynamics of leading change and what it takes to align people to the change you want to bring about.

▶ DAY THREE – LEADING OTHERS

Creating a High-Performance Team

Leaders build high-performance teams. You discover the five elements that make for a high performing team. Using a diagnostic tool you assess how your team is currently performing against each element of a high-performing team. You gain practical tools and strategies for enhancing your team's performance.

Coaching – Growing People

Leaders bring out the best in those around them. Being able to coach people to higher levels of performance is key. We reveal the key skills to successful coaching and provide you with a powerful coaching model. You practice putting the skills into action.

Motivating

Leaders need to be able to motivate people to channel their energy and efforts where they are most needed. In this session we explore the nature of motivation and four key strategies for motivating others.

Delegating

Delegating is a great way to grow the skills and confidence of others. It also frees up time to lead! You will be provided with a seven step framework to help you delegate more effectively.

Leadership Development Plan

You create a plan for applying learning back at work.

▶ PROGRAMME FOLLOW UP

To embed learning after the programme we provide the following:

Coaching

Included in the standard price of the programme is a follow-up one hour coaching session with a Catapult coach. You can use this session to review any part of the programme or to discuss any other work or leadership related issue. Investment options allow you to supplement the programme with additional one-on-one coaching. Ongoing coaching is a great way of ensuring you maximise the value from *Catapult Leadership*.

Catapult Refresh

You will receive a series of seven Catapult Refresh emails in the three months following the programme. Each email refreshes a core part of the programme content.

Catapult Graduate Programme

As a graduate you will be eligible for Catapult's Graduate Programme – a two day follow-up programme to *Catapult Leadership*.

About the Venues



▶ Just over an hour from Wellington, Brackenridge Lodge is situated in the heart of Wairarapa's beautiful wine country. Set in idyllic country surroundings the conference and accommodation facilities are among the best and most comfortable in New Zealand.



▼ Northridge is a private country estate nestled amongst picturesque grounds. The lodge has a strong reputation for excellence and is located 45 minutes north of Auckland on the Hibiscus Coast. The lodge has recently been refurbished along classic contemporary lines. Outside there are beautiful landscaped gardens and a nine hole golf course.



PROGRAMME DATES 2012

WELLINGTON ▶ March 14–16 ▶ June 6–8 ▶ September 26–28 ▶ November 21–23

AUCKLAND ▶ March 28–30 ▶ June 13–15 ▶ September 12–14 ▶ November 7–9

INVESTMENT

STANDARD PROGRAMME: Three day programme including Catapult Refresh follow-up coaching session: \$3,900

OPTIMISED PROGRAMME: Three day programme including Catapult Refresh follow-up coaching session and six customised one-on-one coaching sessions: \$5,400

MAXIMISED PROGRAMME: Three day programme including Catapult Refresh follow-up coaching session and twelve customised one-on-one coaching sessions: \$6,900

360° FEEDBACK OPTION: 360 degree feedback is a proven way of raising awareness of leadership strengths and development needs. 360° feedback can be added to any of the programme options for an additional \$750. This fee includes administration of the 360 feedback and a one-on-one telephone debrief of your results by a Catapult coach.

All costs are exclusive of GST and include tuition, transport to and from the venues from Auckland and Wellington CBD, accommodation, meals, and a comprehensive leadership manual.

HOW TO BOOK

Book online by going to our website www.catapultleadership.co.nz

ENQUIRIES

PHONE: 04 3888 368 EMAIL: enquiries@catapult.co.nz

About the Programme Leaders

All *Catapult Leadership* programme leaders are highly experienced.

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Andrea Thompson has been a lawyer, management consultant, senior personal development programme leader, general manager and director. Andrea is a co-founder of Catapult. Over the last fifteen years Andrea has led programmes to over 15,000 people both nationally and internationally. She is rated as an extraordinarily effective and inspiring programme leader. In addition to her leadership development work, Andrea is engaged by many organisations to help guide and facilitate organisational development and change initiatives.



Nick Sceats is an extremely experienced consultant, strategic thinker and trainer. He is a former General Manager of advertising and marketing company Ogilvy and Mather, and a former US-based Vice President of Porter Novelli. He has led training and development workshops in the US, UK, Asia, and Australia. Nick is a co-founder of Catapult and has led *Catapult Leadership* programmes since 2003.



Julie heads Catapult's coaching faculty. She will ensure your follow up coaching session will be of excellent value and quality. All Catapult coaches are experienced coaches with leadership experience. Julie brings a wealth of senior leadership experience to her role and is a qualified coach from Results Coaching Systems in Australia.

Participant Organisations

Over 200 organisations from almost every industry sector imaginable have sent people on *Catapult Leadership*. These include:

- ACC
- AgResearch Ltd
- Amcor
- Ameron NZ Ltd
- Asia New Zealand Foundation
- Audit NZ
- Auckland University of Technology
- Baldwins
- BERL Economics
- Cadbury
- Capacity, Wellington Water Management Ltd
- Chubb Systems and Services
- Civil Aviation Authority
- Contact Energy Ltd
- Creative Abilities
- Datacraft
- Department of Corrections
- Department of Internal Affairs
- Department of Labour
- Dexion Office Furniture
- Digiweb New Zealand Limited
- Duffill Watts Engineering
- Electra
- Energy Efficiency and Conservation Authority
- Environmental and Risk Management Authority
- Farmlands Trading Society Limited
- First Capital NZ Securities
- French Maid Foods
- Global Hydraulics
- Helicopters (NZ) Ltd
- Hutt Kindergartens
- Hospice New Zealand
- IGT
- Juken Nissho Ltd
- Lake Taupo Forest Trust
- LifeStyle Architectural Services
- Life Flight Trust
- Massey University
- M-co
- Meridian Energy
- Metso Minerals
- Ministry for the Environment
- Ministry of Agriculture and Forestry
- Ministry of Consumer Affairs
- Ministry of Defence
- Ministry of Economic Development
- Ministry of Justice
- Ministry of Transport
- Miramar North Primary School
- Moana Pacific Fisheries
- New Plymouth District Council
- New Zealand Film Commission
- New Zealand Food Safety Authority
- NZ Oil Service Ltd
- NZ On Air
- New Zealand Racing Board
- New Zealand Trade and Enterprise
- New Zealand Post
- North Shore City Council
- Open Polytechnic of New Zealand
- Pacific Helmets
- Pacific Radiology
- PHARMAC
- Positively Wellington Business
- Proactive Rehabilitation
- Ruapehu Alpine Lifts
- SFRITO
- South Star Freightliners
- South Taranaki Animal Health Services
- Solomon Islands IRD
- Sparc
- Sport Hawkes Bay
- Sport Waikato
- Statistics New Zealand
- St John
- Synergy International Ltd
- Todd Energy
- Tasman Sports Trust
- Tertiary Education Commission
- Te Puni Kokiri
- TRS Tyres
- Unison Networks
- Waikato District Council
- Wellington City Council
- Wellington Free Ambulance
- Windsor Engineering