

DLPA **DYNAMIC LEADER** **LEADERSHIP PROGRAM**



www.dlpa.com.au

DYNAMIC LEADER

Equipping leaders to thrive and innovate through adversity and change

OUR PROGRAM

Dynamic Leader is our signature program, supporting your leaders to look at their own unique leadership style and then layer this knowledge into building tools and structures into leading others.

We cover all the essentials of leadership and have now incorporated the key learnings of our Generalised Management Training program. This is because we have learned that if leaders are not also equipped with basic management skills, then this presents risks to both the individual involved and your organisation. In some instances, leaders are not comfortable sharing that they do not have the requisite knowledge in something like reading a balance sheet. By including these modules into our Dynamic Leader, we can cover the basics and provide a refresher for those who are highly skilled (or provide an alternate advanced module).

In this exciting program, DLPA focuses on providing participants with the resources, self-awareness and knowledge to

- ✓ Understand leadership of self and others
- ✓ Form the habit of innovation in their every day dealings
- ✓ Expand their thinking into commercial awareness, regardless of their role
- ✓ Significantly increase their levels of resilience and ability to manage through change
- ✓ Connect with both their own values and those of their company and understand how they can positively impact those around them in alignment with both
- ✓ Shift to a mindset of forward thinking, including succession planning, managing a complex and uncertain future and formulating, implementing and achieving strategy



WHY DO LEADERSHIP PROGRAMS FAIL?

- ✓ They come in a shiny box but deliver poor or inconsistent quality
- ✓ They don't meet the current needs of the participants or general challenges faced by organisations (eg talent shortage)
- ✓ There is a lack of senior management buy in or support

Considering the dollar and time investment, it is critical that you and your executive team realise a return on investment. DLPA is obsessively focused on ensuring value is realised through attendance at these programs, over and above a short lived 'feel good' factor. By rigorously exploring the essentials of leadership, including self awareness, soft skills, business proficiency and commercial acumen, we know we are delivering a quality program.

We even go as far as to offer positions in our Dynamic Leader program at no cost (Conditions apply), such is our confidence that your people will find us high value.



WHY DLPA?



Opportunity to try us out before you buy

You may qualify to attend the Dynamic Leader, at no cost, meaning that we cover your participant's accommodation, catering and training costs. All we do ask is that you get them to our venue and home again. Such is our belief that our experience will provide measurable value, we are more than happy to gift your company this opportunity.



We are a social enterprise, and working with us will help you to achieve your own social targets

We weren't always a social enterprise, but we realised that our strength in growing a commercial enterprise and the resources in our profits could be channeled into supporting employment pathways for those most at risk of becoming economically disadvantaged. We have set up the environment and applied our expertise to ensuring a quality program with measurable results. What this means for you, is that you can know you are doing good, without taking on the operational and reputational risk of doing it yourself.



We specialise in both the people and the non people side of business

That means when we are working with your people, we can also help you to ensure that they will be working with robust systems and processes. The positive impact of working for a company who has invested in both their people and non people practices will be significant.



We are commercial, relevant and evidence based

With our focus on commercials and reality, we ensure that each participant has an understanding of what they can personally do to contribute to the financial security and growth of their organisation. Current relevant topics include resilience, managing through adversity and significant change, driving innovation and learning to work well with different people.



We are customised

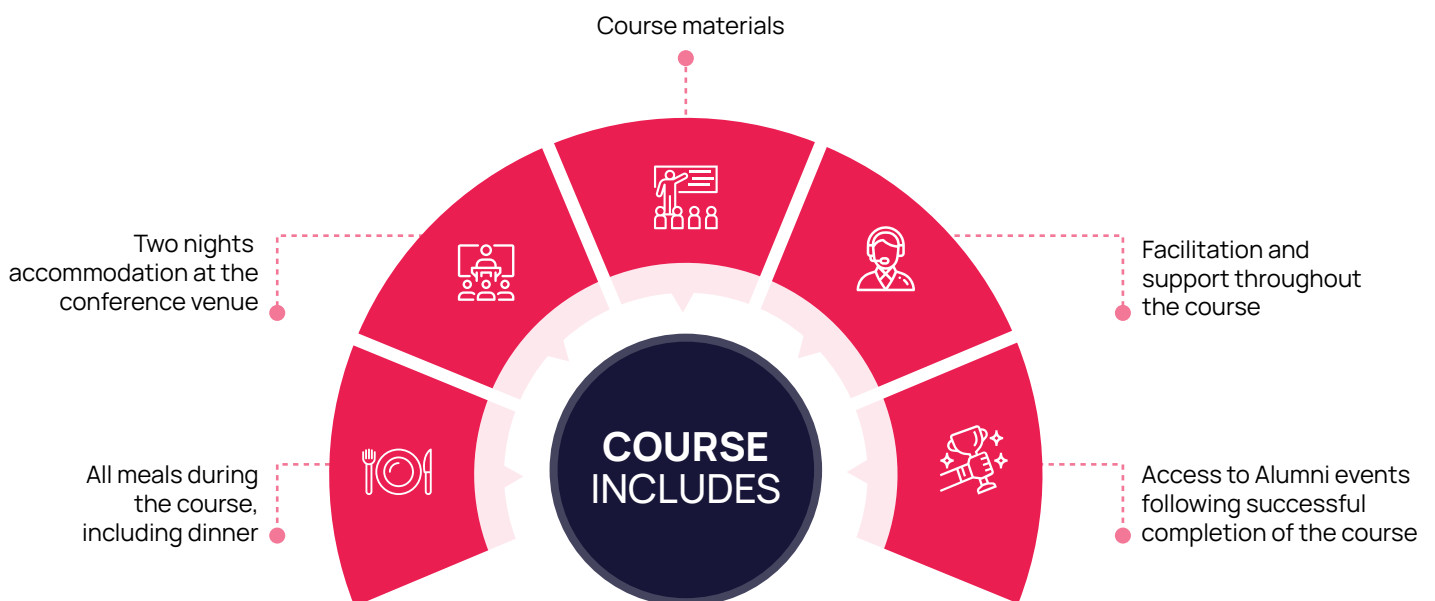
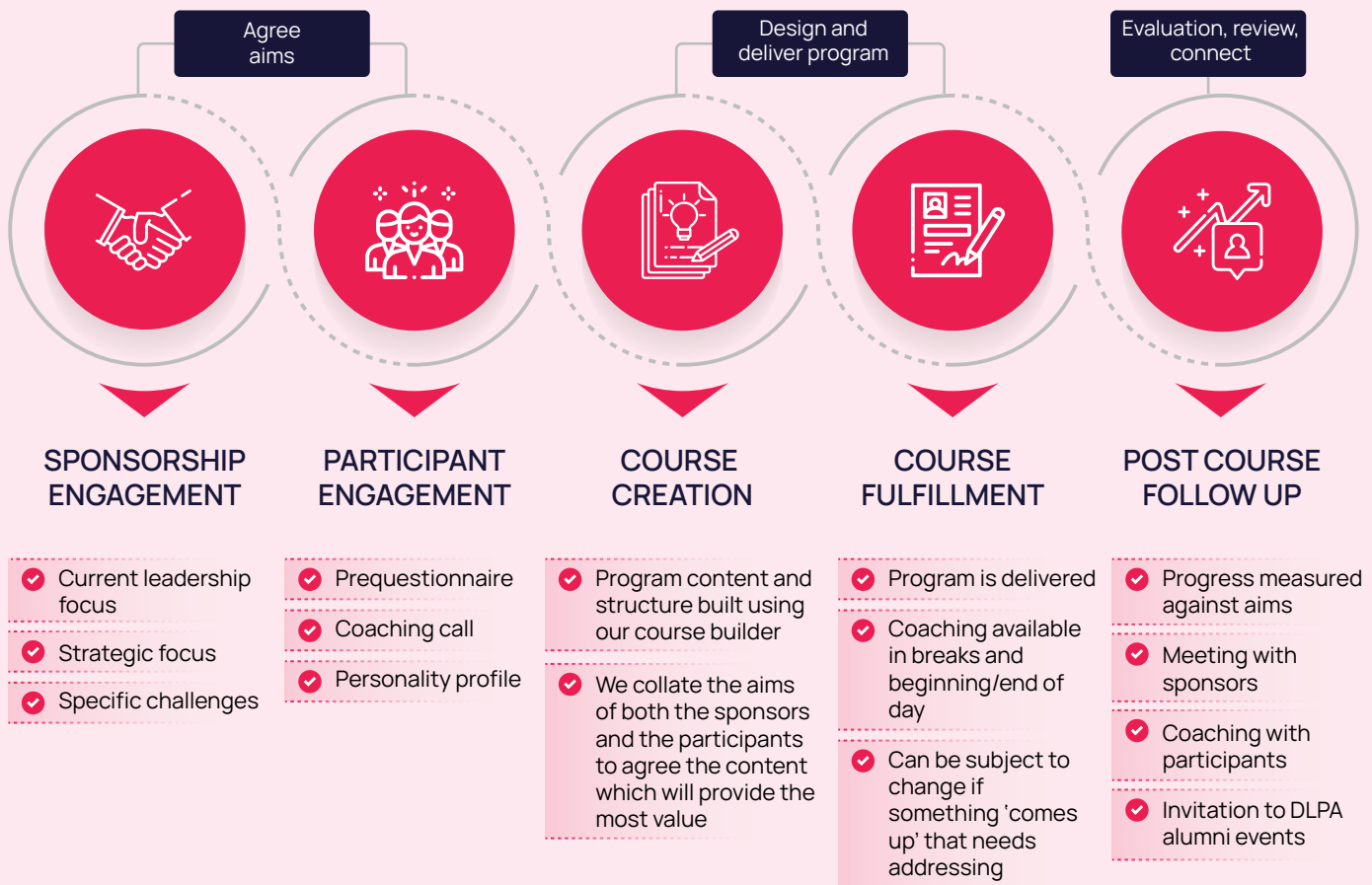
Although the Dynamic Leader is a public program, we ensure that we deliver a relevant curriculum based on the needs of the specific attendees. Through our pre-work both with the individuals and their organisations, we can identify specific desired learning outcomes and ensure that the content can provide for them. Our proprietary 'Course Builder' means we can tailor the content and structure to deliver something that is bespoke and relevant. Our commitment to keeping our program size small also means that one on one coaching is available, and your participants can not only benefit from the expertise of the facilitators, but also the other people on the program.



We cover both leadership and management skills which can really help your team members grow in confidence

We have come across a number of instances, where people on our programs who hold senior positions have limited skills in essential areas like cashflow forecasting and delegation. This is often for no other reason than they have been promoted to their role and never been given the opportunity to upskill. The pressure they can experience, worrying about being 'found out' and feeling too ashamed to divulge this perceived weakness can create critical risk for both them as an individual and your company. We have recently integrated core modules from our Generalised Management Training company into our Dynamic Leader Program. This way participants can save face by learning these skills or if they already have proficiency, can refresh their knowledge.

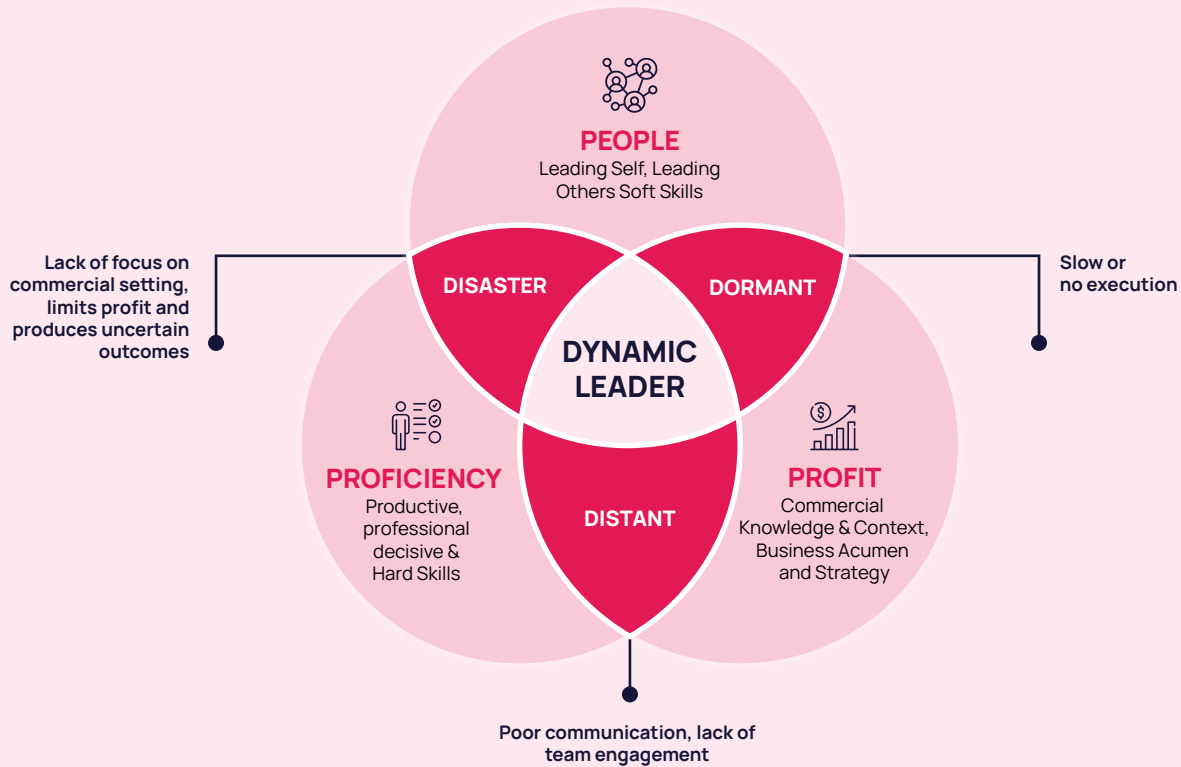
PROGRAM STRUCTURE



PROGRAM CURRICULUM

The Dynamic Leader is based on our core model of people, proficiency and profit

Whilst the course content is specific to the individuals in each cohort, we anticipate a selection of the following topics will be covered throughout the three days.





PEOPLE

Leading Self, Leading Others. Soft Skills

- ✓ Mental Health first aid
- ✓ Resilience and managing you and your team through change and adversity
- ✓ Identifying and embedding core values into your organisation
- ✓ Personal brand, influence and persuasion
- ✓ Wellbeing and stress management
- ✓ Creating a more positive and productive culture
- ✓ Positive Psychology
- ✓ Prioritisation and delegation
- ✓ Building high performing teams
- ✓ Performance Management conversations
- ✓ Designing development and career plans
- ✓ Designing learning pathways
- ✓ Succession planning
- ✓ Setting up your team for success
- ✓ Meaningful KPIs
- ✓ Introduction to People Management
- ✓ Productive Teams
- ✓ Setting behavioural expectations
- ✓ Understanding Team Culture
- ✓ Individual leadership styles
- ✓ Building trust
- ✓ Influence and persuasion
- ✓ Communication (Introduction, effective, advanced)
- ✓ Communication (written, verbal)
- ✓ Individual leadership styles
- ✓ Giving and receiving feedback



PROFICIENCY

Productive, Professional, Decisive & Hard Skills

- ✓ Defining and committing to clear organisational goals
- ✓ Difficult conversations
- ✓ Negotiation skills (introduction, advanced)
- ✓ Negotiating with competing agendas
- ✓ Conflict resolution (basic, advanced, complex)
- ✓ Alternative Dispute Resolution
- ✓ Dealing with historical conflict
- ✓ Dealing with difficult people
- ✓ Productivity
- ✓ Public Speaking
- ✓ Sharing the narrative/telling the story
- ✓ Crafting your unique message
- ✓ Time Management
- ✓ Introduction to Marketing
- ✓ Marketing in a digital age
- ✓ Closing the Deal
- ✓ Dealing with No
- ✓ Building your Network
- ✓ Process Analysis and design
- ✓ Developing a habit of innovation
- ✓ What if pigs could fly? Suspending disbelief to make room for innovation
- ✓ Business Development for non sales staff
- ✓ Business Development for Professional Services
- ✓ Building value for your clients
- ✓ Change Management
- ✓ Ethical decision making
- ✓ Critical thinking and problem solving



PROFIT

Commercial Knowledge & Context, Business Acumen & Strategy

- ✓ Providing organisational insight and foresight
- ✓ Skills gap analysis and succession planning
- ✓ Risk management
- ✓ Formulating, implementing and achieving strategy
- ✓ Finance for non-finance managers
- ✓ Strategic thinking
- ✓ Budgeting and forecasting
- ✓ Introduction to Business Acumen
- ✓ Organisational Design
- ✓ Building a Business Case
- ✓ Operational Plans
- ✓ Business planning
- ✓ From Boardroom to Coalface, translating strategy to operations
- ✓ Managing a complex and uncertain future
- ✓ Building roadmaps and scorecards
- ✓ Social return on investment



OUR TEAM



KARLIE CREMIN

Managing Director

Karlie has worked extensively with businesses large and small to formulate and implement strategy, and equip leaders with the ability to lead effectively for 20 years.

Karlie has assisted businesses in re-designing processes and procedures, implementing best practice and re-designing entire business models.

Karlie has predominantly worked in the construction sector, as well as a suite of other industries from finance

to car rental. Through her efforts as a consultant, Karlie has supported businesses as they have gone from \$10 million turnover to \$50 million. Karlie's academic qualifications have groundings in commerce, law with a focus on employment law, and business administration.



LAUREL MCLAY

Head of delivery

Laurel has worked in both corporate and SME environments and has experienced first-hand building a fast growth company from scratch to award winning growth. Latterly she has coached senior executives in New Zealand and Australia particularly around their internal and external positioning and influence.

Laurel is a successful entrepreneur having co-founded ITmaniacs, a boutique recruitment company which ranked #2 on the Deloitte Fast 50. She is also a media commentator and regularly speaks on breakfast television about careers.

Laurel is a faculty member of the Californian based University, Influential U.

AWARDS AND CERTIFICATIONS



Human Resources Director 2022
Service Provider Awards
Learning and Development
Silver Medal



Human Resources Director 2022
Service Provider Awards
Talent Management
Silver Medal



Human Resources Director 2019
Service Provider Awards
Learning and Development
Gold Medal



Australasian Construction
Awards 2019
Women in Construction Award
(in conjunction with Gartner
Rose)

TESTIMONIAL

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The course was picked for me. Whilst I was apprehensive at first, I embraced it and got a huge amount out of it. I really enjoyed being away from work to concentrate and take in all the wonderful views from a great team of people who 'let themselves go' in the course and contributed to a huge amount of knowledge and expertise. I have already recommended it to my team and I am waiting on the next level of content that I will be attending. I recommend this course if you want to elevate your career and personal drive.

Dinny Browne | Water Treatment Plant Manager

CONTACT INFORMATION

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