



Dynamic Leadership
Programs Australia

DLPA COURSE BUILDER

AWARD WINNING
LEADERSHIP SOLUTIONS



BESPOKE COURSES

INTRODUCING OUR DLPA COURSE BUILDER

When looking to develop your team, there are usually a significant number of topics that they would benefit from exploring. But of course time in their diaries is usually limited, and finding availability for your team to take time out together can be tricky. You also want to make sure that any courses directly address the challenges and opportunities you are presently facing.

Welcome to the DLPA Course Builder. With our builder, you are in control not only with what the course covers, but also how and when it is delivered.

We will work with you to design an individualised program that suits your needs, your people's schedule and your budget. It can be stand alone, crafted into a customised full or multi day experience or even a complete six to twelve month program. You might be looking for a flexible learning option, where your teams can work independently whilst also coming together at prescribed to discuss concepts. A self-paced component might be important where your people need to work around the challenges of their diaries, for example, if they are focused on billable hours during the working day.

The Course Builder comprises two key elements; our course content and our course structure.



Course content

We have a large library of modules available to be customised and clicked together to form your tailored program. Our library is constantly being reviewed and updated to keep in line with best practice and the latest research available. It covers a variety of topics including communication, negotiation, management, leadership, strategy and sales and marketing. There are a variety of levels available, from basic through to advanced. You may wish to design a suite of courses, where the participants can work through competency levels. Alternatively, you might choose to include some options. A team member with limited financial experience might complete Finance for Non Finance Managers, whilst others complete Commercial Acumen. They can be delivered as is or customised to incorporate your specific current priorities.



Course structure

Once we have agreed the course content, it is time to work through and agree how you would like the course to be delivered and how you can make it work with the demands of the people attending it. Do you want it to be provided in-house, or would you prefer off-site, away from day-to-day distractions? Are you keen for some modules to be completed in a self-paced e-learning environment? Would you like an assessment quiz to be completed at the end of your program?



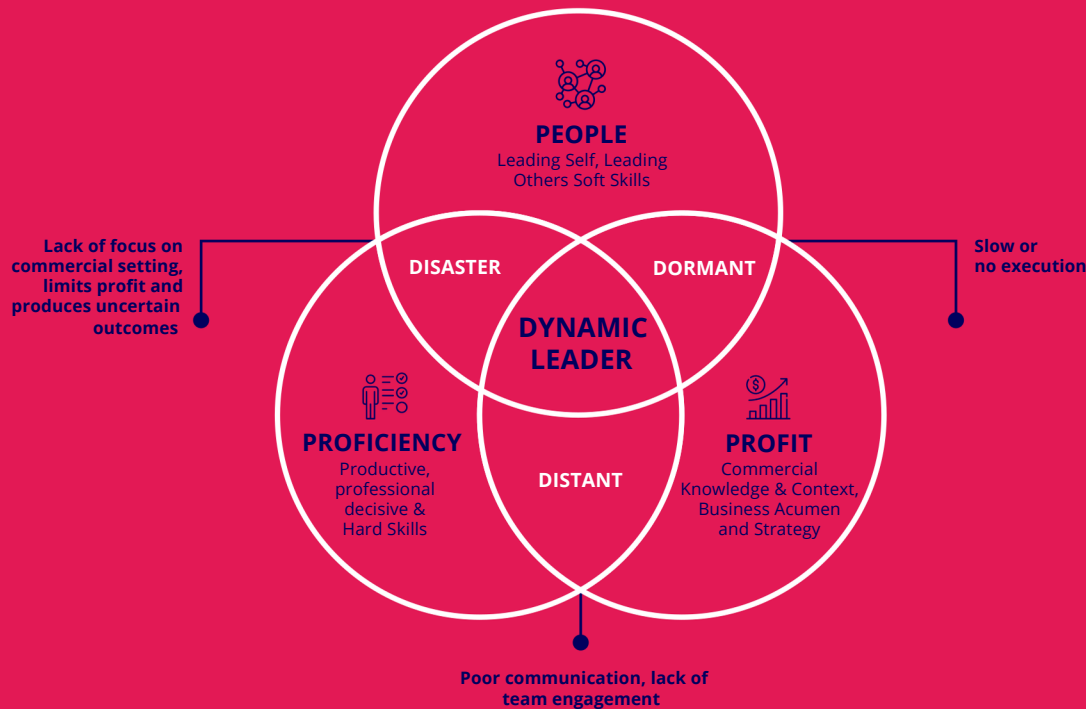
WHY DLPA

COURSE CONTENT



We have over 60 modules available, based on the three core pillars of business; people, proficiency and profit. In some instances there are varying teaching levels of the same topics. This means if you are designing a longer term program, you can focus on building these strengths over time.

Our consultants are constantly researching business best practice and refining these existing modules as well as adding new topics.



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 e-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



COURSE STRUCTURE



You have the flexibility to co-create the course with us so that we can deliver it in a way that works for you and your participant's schedules and constraints.

HOW THE COURSE WILL BE DELIVERED

- ✓ Off site residential
- ✓ Off site day program
- ✓ DLPA public course residential
- ✓ In house - full day /half way
- ✓ In house - workshop/lunch n learn
- ✓ Online interactive (eg breakout rooms)
- ✓ Online webinar
- ✓ Online modules (self-paced learning)
- ✓ Group coaching
- ✓ One on one coaching

OPTIONAL COURSE COMPONENTS

- ✓ Guest speaker
- ✓ Extra curricular activities
- ✓ Customised workbook
- ✓ Customised tools and templates (eg business case builder)
- ✓ Customised on line course documentation through Trainual
- ✓ Learning Management System (LMS)
- ✓ In-house content
- ✓ Measurement criteria
- ✓ Pre-program assessment
- ✓ Certification program

Work with us to create your program, leave it up to us, or somewhere in between!

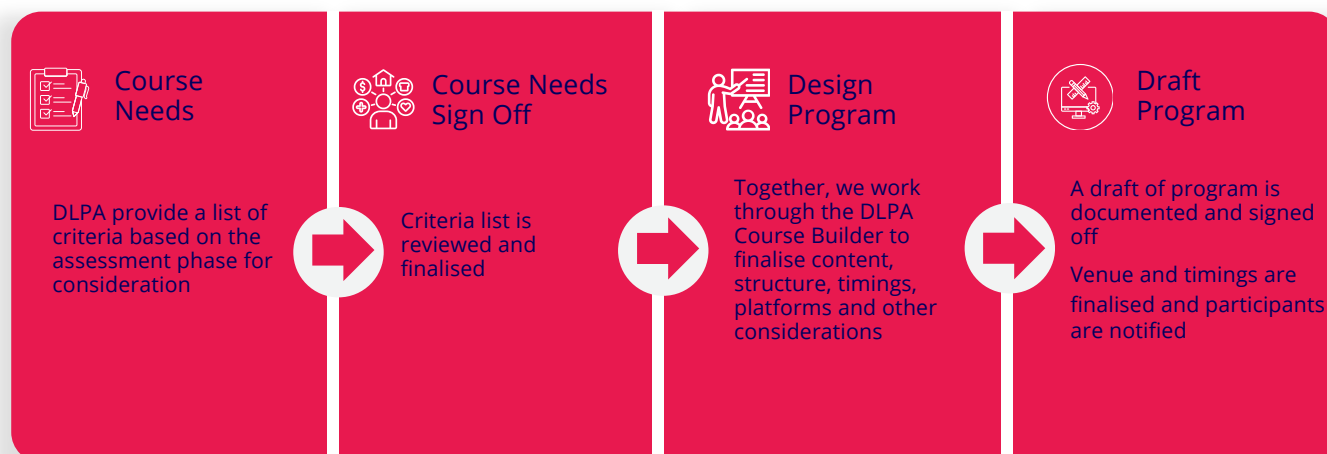


OUR PROCESS AT A GLANCE

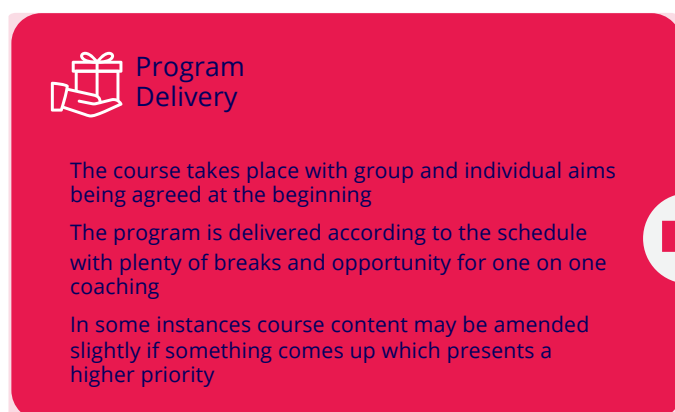
1. ASSESSMENT



2. CRAFT THE PROGRAM



3. DELIVER THE PROGRAM



4. ASSESS AND REVISE THE PROGRAM





KARLIE CREMIN
CEO | DLPA/ Crestcom ANZ

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 and designing entire business best practice models. She 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 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.



CLINT MCCULLY
General Manager

Clint is a proven leader in business transformation, change management, and leadership development, with over 20 years' experience and an MBA underpinning his results-driven approach across Australia's corporate, government, and transport sectors.

A skilled coach, mentor, and facilitator, he specialises in driving behavioural change programs that turn potential into performance. As General Manager of Crestcom Australia and New Zealand, Clint partners with organisations to grow leadership capability, build high-performing teams, and embed lasting cultural change.

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The DLPA team have done an incredible job of curating an experience that meets the need of the group. I can't rate their Dynamic Leader course highly enough! Having attended 3 courses run by Karlie & Laurel over the last 5 years, I can wholeheartedly recommend DLPA as a first-rate provider of leadership training. A great deal of care is taken to set up an environment that allows participants to focus on the tasks at hand without distraction, this in turn facilitates a space where participants actively participate in activities to drive learning & collaboration. The active nature of much of the content also allows group members to share their experiences, this further extends the learning beyond just the material provided by Karlie & Laurel. Every engagement I have had with DLPA has been an extremely rewarding experience & I strongly advocate their services.

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The Dynamic Leadership Program is personal development training that I have had the opportunity to experience together with my co-workers. I love the program content which covered a 3 days of collaboration & fun-filled learning. I would suggest this to current & future Leaders to invest in this training to help you grow in your leadership roles. Look forward to many more exciting trainings in the future with DLPA.
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DLPA Program has given me a wide range of tools most specifically the Team Management Profile to help me to consider other mindsets and tools to approach them. I really enjoyed the few but effective use of power point slides and being a visual learner I got so much from seeing visual representations of those on the course backed up with the representation on the slide. Not only that but I enjoyed the discussion around influence and strategy to help me to use when adopting my approach others.
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CONTACT INFORMATION

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