



DLPA

DYNAMIC LEADER PROGRAM

Equipping leaders to thrive
and innovate through
adversity and change

THE PROGRAM

The Dynamic Leader Program is our signature program, empowering participants to optimise their professional performance through providing organisational insight and foresight through skills gap analysis, succession planning, risk management and strategic alignment. A key focus of this program is on resilience and driving innovation, particularly through times of change and adversity.

WHY DO LEADERSHIP PROGRAMS FAIL?

- They come in a shiny box but deliver poor quality
- They don't meet the current needs of the participants
- There is a lack of senior management buy in

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

IN THIS EXCITING PROGRAM DLPA FOCUS ON PROVIDING PARTICIPANTS WITH THE RESOURCES, SELF-AWARENESS AND KNOWLEDGE TO:

- Understand leadership of self and of 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 and dealing with adversity.

OUR VISION

THROUGH OUR BESPOKE PROGRAMS, WE AIM TO MOVE BEYOND THE ONE-SIZE-FITS-ALL MINDSET, AND BECOME THE LEADING PROVIDER OF THE HYBRID LEADERSHIP AND BUSINESS CONSULTANCY THAT OPTIMISES SKILLS AND EMPOWERS BUSINESS LEADERS.



WHY CHOOSE THE DYNAMIC LEADER ?

EVIDENCE BASED AND STRAIGHT UP

Our program is based on industry evidence and proven frameworks like ACT and behavioural economics. Through our 100% owned data company iedex, we can quantitatively and qualitatively measure the impact of our courses on your organisation. We don't subscribe to overly glossy brochures or technical jargon. We are also highly reality driven, and although what we expect our participants achieve from attending is aspirational, it is not lofty and unreasonable.

CUSTOMISED

Although the Dynamic Leader is a public program, we ensure that we deliver a relevant curriculum based on 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.

GROUP WORK

Invariably, the group discussions (both in and outside the classroom) are cited by our participants as one of the key benefits of attending our programs. We try to include two or three individuals from each industry. Our facilitators are highly trained in fostering trust quickly across the group, whilst also respecting the boundaries of confidentiality and discretion.

HYBRID OPTION

Although there are benefits in attending a program with participants outside of your organisation, there are also some distinct advantages to hosting a customised in-house program. We are excited about our hybrid model, which takes the best of both options and leverages the Dynamic Leader curriculum. We would spend more time with the sponsor in understanding specific strategic goals and facilitate further sessions within your organisation.

SUSTAINABLE

A core part of the curriculum is based on values work, both personal and company. By providing awareness around each, and what they mean to the individual, there is a significantly greater chance of sustainable change. Add to this the positive impact of pre and post coaching and the immersive residential environment and you can be assured of maximum sustainable effect of the program.

COMMERCIAL AND RELEVANT

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 (diversity).

PROGRAM STRUCTURE



THE PROGRAM IS
3 DAYS IN LENGTH,
IS RESIDENTIAL AND
WILL BE LIMITED TO
15 PARTICIPANTS

PRIOR TO PROGRAM

Meet with sponsor to understand leadership focus, strategic initiatives and any current or potential barriers to execution (eg change fatigue within their teams).

FOR THE PARTICIPANT

Pre-questionnaire completed and coaching call.

RESIDENTIAL

Facilitator led instruction, group exercises, individual activities and break-out group discussion. One on one coaching as needed.

POST-COURSE

Coaching call, debrief with sponsor, meet up of group in 6 to 12 month's time.

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 on each cohort, we anticipate that the following topics will be covered throughout the three days.

- Resilience and managing through change and adversity
- Developing the habit of innovation
- Identifying and embedding core values into your organisation
- Defining and committing to clear organisational goals
- Refining skills including time management, productive team processes, conflict management and communication
- Providing organisational insight and foresight through skills gap analysis, succession planning, risk management and strategic alignment
- Individual leadership style
- Personal brand, influence and persuasion
- Wellbeing and stress management
- Strategy achievement
- Creating a more positive and productive culture.
- Succession planning

LACK OF
FOCUS ON
COMMERCIAL
SETTING,
LIMITS PROFIT
AND PRODUCES
UNCERTAIN
OUTCOMES

PEOPLE
Leading Self,
Leading Others
Soft Skills

SLOW OR
NO EXECUTION

DISASTER

DORMANT

**DYNAMIC
LEADER**

PROFICIENT
Productive,
Professional,
Decisive &
Hard Skills

PROFIT
Commercial
Knowledge
& Context,
Business Acumen
& Strategy

DISTANT

POOR
COMMUNICATION
LACK OF TEAM
ENGAGEMENT

THE FACILITATORS

THIS PROGRAM HAS BEEN EXCLUSIVELY DESIGNED BY KARLIE CREMIN, A FEMALE LEADER IN CONSTRUCTION WHO IS ALSO HIGHLY SKILLED IN BEHAVIOURAL ECONOMICS, THE ART OF SCIENTIFICALLY LOOKING AT CAUSE AND EFFECT OF BEHAVIOUR FOR COMMERCIAL GAIN (BUT WITHOUT MANIPULATION!).

SHE IS SUPPORTED BY LAUREL MCLAY AN INTERNATIONAL SPEAKER AND COACH WHO SPECIALISES IN CAREER CLARITY AND INFLUENCE, AND PERSUASION, PRIMARILY THROUGH PERSONAL BRAND.



KARLIE CREMIN

Karlíe has worked extensively with businesses large and small to formulate and implement strategy, and equip leaders with the ability to lead effectively for 15 years. Karlíe has assisted businesses in re-designing processes and procedures, implementing best practice and re-designing entire business models.

Karlíe works with clients to maximise the efficiency of their organisations and equip their people to thrive in a lean environment.

With a focus on business sustainability and profitability, Karlíe recognises that people integrated with a supportive work culture are key drivers of profitability and performance. This perspective motivates Karlíe to work with the people in organisations, providing them with the hard and soft business skills to execute business strategy and deliver outcomes.

Karlíe 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, Karlíe has supported businesses as they have gone from \$10 million turnover to \$50 million. Karlíe's academic qualifications have groundings in commerce, law with a focus on employment law, and business administration, giving her a wellrounded perception of the key factors driving business performance in current markets. Karlíe has worked extensively with organisations large and small through survey formulation and deployment, data analysis and the engagement of the workforce in the results and subsequent change initiatives.

LAUREL MCLAY

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. More 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 published author and launched her first book 'Lead Generation' in 2015. She is an ambassador for Thought Leaders Business School. Her career spans tech, recruitment, engagement and theatre. Laurel now speaks, coaches and facilitates workshops in New Zealand, Australia and United States primarily about influence and unapologetic lifestyles and careers.

Laurel has worked extensively with organisations through change, particularly in empowering change agents within the organisation to lead the change.

A black and white photograph of a woman with dark hair, smiling and talking on a mobile phone. She is sitting at a desk in an office with large windows in the background. Another person is visible in the background, out of focus. A green diagonal graphic element covers the right side of the image.

DLPA

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