



ILD P (Program contents for the first 10 weeks)

Core Component 1, Diagnostics

Week 1 ‘Diagnostics’ Session 1 is between 2 and 3 hours.

In session 1 we seek three key pieces of information about the candidate.

1. How the candidate stores and retrieves information in their mind.
2. How they sequence that information to make decisions/evaluations.
3. Where they are now relative to leadership and what are their specific needs and desires.

We ask a series of diagnostic questions to establish how they *manage and process* information internally.

We derive a profile of the candidates’ current behavioural strategies used to perform their leadership responsibilities. This information will be used to tailor each step of the program specifically to the candidate.

This information, along with any additional criteria supplied by the company, forms the baseline of the program, which is then customised to the candidate by identifying their specific needs.

Week 2 ‘Customising’ Session 2 is 1.5 to 2 hours.

In session 2 we seek;

1. The candidates’ core values for comparison with and alignment to company core leadership values.
2. The candidates internal dialogue and language set for “being successful”.

We elicit the candidates’ core values and learn *their internal language* for *indisputable** resources to propel them to success as identified in session 1.

****(indisputable because they are defined by the candidate)***

Core component 2, Outcomes

Week 3 ‘Spinning the Flywheel’ Session 3 is 1.5 to 2 hours

In session 3 we take the candidates’ core values set, and using a process we call the ‘Virtuous Circle’ we amplify and further integrate these resources.

Week 4 ‘Removing Obstacles’ Session 4 is 1.5 to 3 hours.

We take the candidate through a sequence of steps that eliminate any past limiting decisions or ‘baggage’ that impedes successful behaviour.

For transformation to occur there can be literally hundreds of small things that must change to produce the final step in the transformation. The process we use allows us to eliminate the bulk of these ‘small things’, permanently, in one session.

Week 5 ‘Unstoppable Momentum’ Session 5 is 1.5 to 2 hours

The purpose of session 5 is to formally structure the outcomes of the **ILD P** using the information from sessions 1-4 by taking the candidate through an outcome system to refine their outcome(s).



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Core component 3, Integration

Week 6 'The Difference that makes the Difference' Session 6 is 1.5 to 2 hours.

Week 6 involves a process to create an 'unstoppable' positive direction towards their outcome(s).

Week 7 'Being, Not Doing' Session 7 is 1.5 to 2 hours.

Week 7 involves integrating outcomes and strategies at the physical level.

We take understanding and learnings at the conceptual level and transform them into behaviours and ways of 'being'.

We also create the steps required for ongoing success.

Week 8 'Accelerating Positives' Session 8 is 1.5 to 2 hours.

In week 8 we amplify all of the positive reasons for accomplishing the outcome, including powerful strategies for increasing their desire for success, as a sustainable direction, and eliminating any self-sabotaging habits.

Week 9 'Unwavering Resolve' Session 9 is 1.5 to 2 hours.

Week 9 involves choosing a 'new identity' in the context of leadership.

The 'new identity' is integrated for a trial period of one week, as a 'test drive' as it were, for the purpose of experiencing and applying new traits and behaviours successfully, and as a precursor to week 10 when we integrate the complete range of traits and resources identified over the course of the program.

Week 10 'Resolution' Session 10 is between 1.5 and 2 hours.

There are 3 parts to the tenth session

1. Review of all sessions
2. Reinforcing all results at the level of the unconscious mind.
3. Lunch/dinner and recognition. (Acknowledgement of changes) 1-3 hours

Ongoing mentoring available by arrangement.

***References:**

Good to Great by Collins, Random House (2001), Sydney, Australia.

Built to Last by Collins & Porras, Random House (2000), Sydney, Australia.

BarOn Emotional Quotient Inventory: A measure of emotional intelligence Bar-On, R. (1999). (Technical manual). Toronto, Canada: Multi-Health Systems.

Working with emotional intelligence. Goleman, D. (1998). New York, NY Bantam Books.

Leadership skills and emotional intelligence (Unpublished manuscript). Greensboro, NC: Center for Creative Leadership. Ruderman, M.N., Hannum, K., Leslie, J.B., & Steed, J.L. (2001).



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