



# LEADING EVOLUTION

— THINK. ADAPT. PERFORM. —







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More and more Organisations are sighting **Organisational Agility** as the most important factor for success in these volatile and uncertain times. This may be news for some, but for others it is just another day in the office.

Over the past four decades we have worked around the globe in some of the most unforgiving and volatile environments where indecision, because of limited time, information, resources or fear is far more costly than a poor decision. Environments where failure to identify and respond to a constantly evolving situation not only causes the team to miss its objectives but can cost people their life.



Leading Evolution brings together powerful learnings from Elite Military and Sporting teams, high profile corporate organisations and leading global academic and research bodies to offer high-impact training programs that combine applied research with real world experience to assist organisations **Catalyse Adaptive Performance™** within their leaders and teams.







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## THE LEADERSHIP EXPERIENCE™



**WELCOME TO OUR CLASSROOM**



This is our unique, world-class, four-day, highly interactive 'immersive training' experience. Where participants are brought together and are required to pursue and achieve critical, time-based objectives in a resource-poor, technically challenging and constantly evolving environment.

Through this program, participants are exposed to and practice various tools, techniques and principles of '**Adaptive Leadership**', at the same time becoming viscerally aware of the need and complexity of quality leadership and teamwork when faced with adverse circumstances.

Participants return from this experience equipped and mentally prepared to take the steps to develop into a more effective '**Adaptive Leader**'.







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## THE LEADERSHIP CATALYST™

The **Leadership Catalyst™** is a 26 week action orientated program that builds Leaders who can effectively develop and lead Adaptive teams.

### Phase 1: **Diagnostics**

All participants complete a 360° leadership assessment and a number of psychometric questionnaires to gain a better understanding of their preferences and adaptability, including:

**Leadership Effectiveness Profile™**

**Team Management Profile™**

**QO2 Profile™**



### Phase 2: **The Leadership Experience™**

Participants complete the four day immersion program as part of an eight to ten person team.

During this incredibly powerful and impactful immersion experience, the participants are placed in an evolving scenario, which sees them perform the role of a 'Special Reconnaissance' team assigned to support a peace-keeping campaign.

The immersion experience is conducted on a rural 1000 acre property 3 hours drive from Sydney.



### Phase 3: **Adaptive Leader Workshops**

Following The Leadership Experience™, participants will return to the workplace and meet every 4 weeks for 6 months to complete a 1 day reflection and action workshop.

During the workshops participants will develop a personal action plan and brief the other participants every month on their progress. Each workshop will have a specific focus that introduces the participants to new tools, techniques and principles of **Adaptive Leadership**. In between workshops participants will have access to an online learning portal that provides access to key resources, activities and cohort discussions.



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## APPLIED RESEARCH



**Team Management Systems (TMS)** is recognised as the foremost integrated system of work-based, research-proven assessments and feedback instruments worldwide - supporting individuals, teams and organizations to effect positive and lasting change and achieve higher performance in the workplace.

Between 1993 - 1995 **Cultural Imprint** conducted studies in Australia for Telstra, Shell, Sydney Electricity (Energy Australia) and Westpac with support from the Australian Quality Council. The studies examined national culture and its impact in the workplace. The Telstra study – 'What is Quality in Australia?' – examined the Australian imprint for 'quality', the second study was into the subject of 'leadership'. These two studies added considerably to the knowledge in regards to the impact of cultural imprints on perception and behaviour in the Australian workplace.

Fifteen years on, **IBSA** reviewed the studies and determined that their relevance and value in the Australian workplace are still as strong and in some regards stronger now than when the studies were first conducted.



**Immersion Learning Systems** are the developers of the Leadership Effective Profile™, utilising their own E<sup>3</sup> Model. The E<sup>3</sup> Model focuses on 21 drivers and 18 Leadership characteristics that are key to developing 'Cultures of Leadership' in organisations. The profile assesses a Leader's ability to effectively Engage, Enable and Empower a team to be High-Performing.

**U.S. Army Research Institute for the Behavioural and Social Sciences** conducted research into the Adaptive performance of Junior Military Leaders in asymmetric environments. The research utilised the work of Pulakos, Arad, Donovan and Plamondon (2000) and their eight-dimension Adaptive Performance Model. This research and model has been applied by Leading Evolution to corporate organisations as the basis for further research and analysis.



# Testimonials

I have attended many seminars (construction) both here and overseas, with people speaking that are the top in their field. Bridge designers, tunnelling experts, project managers from the tallest buildings in the world etc. I have also spent 7 years in University, 3 years TAFE (Technical and further Education), plus numerous other short course. I can honestly tell you (and Steve) that you that would put most scholar faculty, or expert speakers to shame.

**Darren Wallis - Business Development Manager - Structural Systems Limited**

"Let me first say without any doubt, those four days were the most realistic, relevant, challenging and well presented days of leadership learning I have experienced... Life changing. Push your boundaries. Stop for a while and think about your life."

**Steven Weeks, Aftermarket Manager, Sandvik Mining & Construction**

Irrespective of your experience, role and responsibility within your organisation everyone enters this programme on the same level but returns to their organisation armed with a greater self-awareness and better understanding of the people with whom you interact. 'The Leadership Experience' - these three words are a true representation of the programme.

**Wayne Driver, Managing Director, SMC Pneumatics Australia**

Thank you so much for showing me how to 'apply my mind'. This was truly a moving experience for me. I leave here a better person and a better manager. You are inspirational people who have touched my soul and taught me the true value of empathy, tolerance, patience and honesty. I look forward to working with you both in the future. Sometimes you have to walk in someone else's shoes before you can run in your own. I can't wait to have you all run beside me as we head into this exciting new time for the company.

**Lesa Horntvedt, PR Manager, Land Rover Australia**

"A LIFE CHANGING EXPERIENCE: I have been working for 27 years and have attended many conferences. It took me 'going bush' for 4 days near Lithgow, on 1000 acres plus lots of sweat and no tears to find the TRUE ME - as a leader at work, husband, father and mate, to sit in the bush in a classroom environment which was made up of a fold up chair and a flipchart. Then, going into action to become a TRUE LEADER and COMMUNICATOR. Everyone in business from a Sole Trader to major Corporate MUST send themselves, Managers, Directors and Shareholders. If you want your employees to go from GOOD TO GREAT, to lead, communicate and care. This is the only company I will recommend. P.S. Where were you 20 years ago?"

**John Ramsey, National Franchise Development Advisor, Bartercard Australia.**

**Visit our website:  
[www.leadingevolution.com.au](http://www.leadingevolution.com.au)**

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[info@leadingevolution.com.au](mailto:info@leadingevolution.com.au)**

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