

Practice Five™



Online Leadership Program

Deliver learning to emerging leaders and new managers when they need it - as they take-on their first supervisory assignment.

The majority of people have little or no leadership training when they are first asked to take on a leadership role. New leaders tend to base their approach on leaders they have known either as role models or anti-role models. What's more, while young adults are technically savvy, they often lack the people skills needed in leadership roles.

Built in the latest social learning software, the Practice Five™ online Leadership modules leverage current leadership knowledge and neuroscience practices to make learning transferrable. Content is presented in small pieces to keep interest and to ensure minimal interruption to service delivery. Every module includes practical content, video, activities, learning tasks, handouts and practice sheets.

Coaching sheets are provided for supervisors so that they can help integrate the learning of their direct reports. The program can be delivered flexibly, including online modules,

Practice Five™ Leadership Modules



MODULE 1

- Your leadership journey
- Concept of Practice
- Personal Practice
- Leadership Practice
- Learning Task
- Module Summary



MODULE 2

- Performance
- Relational
- Adaptable
- Contextual
- Practice Scenario
- Module Summary



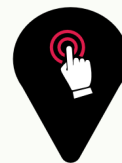
MODULE 3

- Transparency
- Initiative
- Conscientious
- Expertise
- Practice Scenario
- Module Summary



MODULE 4

- Feedback
- Professional Supervision
- Integrity
- Vision
- Excellence
- Module Summary



MODULE 5

- Turbo-charged Leadership
- Changing Organisations
- Change and the brain
- Teams
- Conscious Competence
- Self-assessment
- Module Summary

Included Learning Resources

Practice sheets	End of Module Task Sheets	Coaching Sheets	Follow-up Webinar
Video	Self-assessment	Learning Tasks	Readings

- The Practice Five™ framework builds individual contributor and leadership skills to improve leadership bench strength and organisational culture.
- As an online program it can be scaled from small to large implementations easily.
- There is nothing to install— the course is browser-based and delivered from your learning platform or ours.
- Live workshops and webinars can be delivered to support the learning process.
- A purpose-built 360 degree feedback tool is available to prioritise learning and measure progress.

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Do your leaders have both strategic and social skills?

In 2013, Management Research Group (MRG) completed a large scale global study addressing this question. Their research showed that great leaders are both goal oriented and people oriented. In a sample of 60,000 managers, only 0.77% were perceived as having both goal and social focus. (Kabacoff, 2014). The need to teach both strategic and social skills in organisations is paramount.

Introducing the Practice Five™ Framework

The Practice Five® framework has a two-tier structure. It outlines 12 practice aspects that contribute to excellence.



The vulnerabilities you have as a leader are quite different from the vulnerabilities you encountered when in non-leadership roles. As such you should return to your personal practice aspects and work through those eight concepts from a leadership perspective.

Together, the 12 practice aspects positively impact on organisational culture, performance and credibility.



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Professional Supervision

At Practice Five we believe that leadership involves a commitment to engage, develop and challenge your direct reports. The effective use of professional supervision can be a stabilising and sustaining influence in an environment of change. Regular and structured use of supervision techniques creates a stable environment for staff to engage in understanding how current skills, knowledge and practice can be transitioned and leveraged into the improvements sought by the system-wide change.

Practice Five provides training and consultancy in how to improve supervision practices in an organisation. We can offer the following services:

- Professional supervision online training modules
- Organisation supervision audit tool
- Fundamental and Advanced supervision workshops

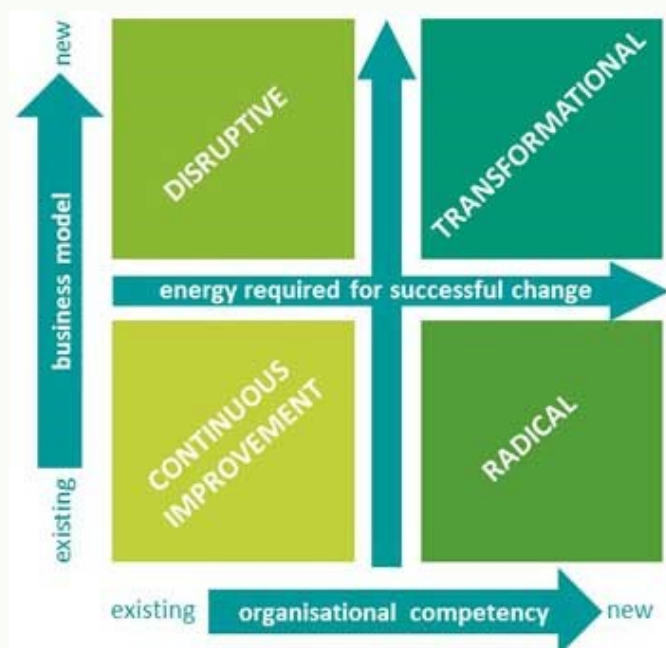
Performed and implemented correctly, Professional Supervision can provide engagement and effectiveness at an unparalleled level that significantly increases both personal and organisational performance.

Change Consulting

Organisations are a complex tapestry of relationships, values, goals, culture and rules. Performance outcomes are a balancing act where customer, employee and shareholder needs must be addressed. Get it wrong in one, and all suffer. You can implement new systems, processes and markets, but if you don't get people's behaviour to change then a lot of value will be wasted.

At Practice Five we know how to get behavioural change. We understand how to convert a driving ambition for change into reality. Our consulting services help you to develop the knowledge, tools and skills to maintain the new paradigm after it has been embedded.

We have extensive experience in a wide variety of organisations. Practice Five offers a full range of change consulting & training services from team level to system-wide perspectives.



Practice Five™



Bespoke ELearning

We can customise our leadership and supervision elearning modules to include your organisation's content or we can design quality, engaging online learning content based on your requirements.

Teaming up with Practice Five gives your organisation the power to produce online training programs that yield measurable results. We use the latest social learning software and neuroscience practices to make learning memorable and transferrable. Graphic design, video and animation production, assessment, story writing, case studies and quizzes are all within our skill set.



360 Degree Feedback and Survey Services

At Practice Five we have developed our own proprietary software for administering 360 degree feedback surveys. Our software handles questionnaire design, administration, participant and rater emails, progress and reporting.

Whether it is using our Practice Five® framework or another survey set we can provide a range of integrated and tailored services for self-assessment, 180 degree, 360 degree and 720 degree survey administrations. Our qualified coaches can design customised coaching sessions based on your people's results and deliver them in a variety of formats.

A 360 degree feedback process is a sensitive and complex undertaking. Project management needs to be incorporated into every aspect of the process. At Practice Five

we have experience in managing 360 degree and employee engagement projects.

