



Catapult Leadership

A TRANSFORMATIONAL LEADERSHIP PROGRAMME

- ▶ Delivering world-class leadership skills and resources
- ▶ Unleashing leadership potential

Catapult Leadership

Catapult Leadership challenges, inspires and transforms participants' leadership capabilities. Established in 2003, *Catapult Leadership* combines the best elements of leadership development programmes Catapult has created for organisations since 1998.

What is the *Catapult Leadership* Programme?

Catapult Leadership is a three-day residential leadership programme. The programme generates a transformational shift in leadership effectiveness resulting in immediate and lasting benefits for you, for those you lead, and your organisation. To help embed learning back in the workplace the programme includes one-on-one follow-up coaching. *Catapult Leadership* is held at Brackenridge Lodge in Martinborough, and Waiheke Island Resort in Auckland's Hauraki Gulf.

Who is *Catapult Leadership* For?

Catapult Leadership is for experienced leaders wanting to inspire and refresh their leadership and newer leaders looking to create a powerful foundation on which to build their leadership.

Over the last four years over 100 organisations have sent people on *Catapult Leadership*. Participants come from a diverse range of organisations – from engineering, roading, and forestry companies through to IT, professional services and public sector organisations. Participants consistently give *Catapult Leadership* outstanding evaluations in terms of programme content, delivery, effectiveness, and value for money.

Why choose the *Catapult Leadership* Programme?

Catapult Leadership is a transformational leadership programme. You will gain profound insights into the nature of leadership and into yourself. Many participants have described the three days as amongst the most significant in their lives from both a professional and personal point of view.

How does the programme deliver these results? While many other leadership programmes limit themselves to providing information on what people need to do to be a better leader, *Catapult Leadership* goes deeper. In addition to providing world-class leadership skills and resources, *Catapult Leadership* uncovers and explores what is at the source of powerful leadership – a leader's way of *being*. It's who leaders are being, their daily emotional mood or presence, that determines how successful they are.

What Will I Get?

By the end of *Catapult Leadership*, you will:

- Understand the difference between leadership and management and what's expected of leaders
- Have identified what is at the source of effective and powerful leadership
- Have far greater self awareness and leadership wisdom
- Know how to create a powerful and compelling vision and goal for your organisation or team
- Have developed your strategic thinking abilities
- Know how to lead change and to inspire and motivate
- Know what is required to create a high-performing team
- Have explored your primary leadership style and how to adapt your style to be more effective
- Have learned how to delegate and in a way that develops those you lead
- Be familiar with the fundamentals of coaching

What Does *Catapult Leadership* Take?

Pre-work ensures you enter the programme ready for an intensive and accelerated learning experience. You will complete an online assessment tool (DiSC) which identifies your preferred behavioural style at work. You will receive a comprehensive personalised report during the programme. Getting full value from the programme requires an enquiring mind, a willingness to participate, and a commitment to implement learning back in your workplace.



THE *Catapult Leadership* PROMISE:

To unleash your leadership potential and equip you with a world-class toolbox of leadership skills and resources.

What Participants Say

“A great opportunity to really get to know leadership. Grab this chance to gain insight and skills to be the best leader you can be.”

PAUL HORSFALL, Operations Manager, French Maid Foods

“It was outstanding. A veritable smorgasbord of inspiration that will make you a better leader.”

NIGEL ROBSON, Contact Energy

“Extremely valuable.”

KEL SANDERSON, Managing Director, Business Economic Research Limited (BERL)

“The leaders were excellent. Relevant material and something for everyone in a leadership role.”

WENDY BUSSEN, Director, IT Services, Auckland University of Technology

“15 out of 5. Thank you so much.”

IAIN HINES, J R McKenzie Trust

“Go do this. You will grow and learn and be an even more valuable member of the team.”

RUSSELL PIERCE, General Manager, Sales and Marketing, Moana Pacific Fisheries

“It was the best three days of my working life. It’s a fabulous course to go on if you really want to find and unleash your potential.”

JULIA PORTER, Manager Monitoring and Reporting, Ministry for the Environment

“A great three days full of invaluable information and tools for anyone wanting insight into themselves and their ability to further their leadership skills. Wish I had done it when I first planned to.”

DAVE EVANS, Amcor Food Cans

“Excellent, well researched and presented. Workshop leaders were up there with the very best I have seen.”

STEPHEN SANSON, ACC

“You’ll be surprised at the real value and the collegial interaction.”

PETER SCANTLEBURY, Team Leader, New Plymouth City Council

“If you want to see, feel and smell what real leadership is about and how it will apply to you in your life, then go to a leadership course by Catapult.”

CHRIS MORLAND, Otago Polytechnic

“If you want inspiration and a wonderful learning process, go!”

JO TARLTON, General Manager, Eco Maintenance Ltd

Session Outline

▶ DAY ONE

Leadership Myths and Truths

We explode some myths about leadership – myths that confuse and limit leadership potential. We clarify the key distinctions between leading and managing and set out what's expected of leaders.

Self Awareness and Belief

Effective leaders are self aware and possess self belief. They have clarity about what they believe in and what they stand for. In this session you will clarify your personal values and vision and we reveal the hidden nature of self imposed limitations on leadership potential.

Behavioural and Leadership Styles

Leaders are flexible and adaptable, able to employ different leadership styles for different situations. Using the DiSC behavioural styles framework we will explore the impact of different behavioural styles on leadership. You will receive your own comprehensive DiSC report which will reveal your preferred behavioural style including strengths and areas to work on.

▶ DAY TWO

Creating Shared Purpose and Values

Clarity of purpose and values are important touchstones for making operational and strategic decisions. Effective leaders have a deep understanding of their organisation's purpose and role model values. We show you how to develop purpose and values leaving you equipped to undertake this work with your team or organisation.

Being Forward Thinking

Leaders are forward looking – scanning the horizon, setting direction and guiding the thinking about how to reach a new future. We explore how to create a vision and bold goals. You will be equipped in using a simple but highly effective strategic planning tool we've used with some of New Zealand's leading organisations

Aligning and Inspiring

You've got the vision and strategy – now what? We explore how to lead change, cause alignment and inspire people to act.

Creating a High-Performance Team

Leaders build high-performance teams. We reveal the DNA of high-performance teams and provide a diagnostic that enables you to assess your team's current performance. You will learn practical strategies for enhancing your team's performance.

▶ DAY THREE

Coaching – Growing People

Leaders want and need those around them to be performing to their full potential. We reveal the key ingredient to successful coaching and provide you with a powerful coaching model.

Delegation

One of the biggest challenges is making time to lead. We provide a simple seven-step process for delegation which frees up time for leadership and develops others.

Motivating Your People

Great leaders know motivation needs to be customised – what delights one person may turn another off. We provide you with practical strategies for motivating people to want to succeed.

Feedback Sessions

Leaders are self aware. Feedback sessions allow you to gain insights into your strengths and areas to work on.

Implementing

We are committed to you implementing your learning back into your workplace. In this session you will design an action learning project to ensure you deliver value back to your organisation.

▶ PROGRAMME FOLLOW UP

To embed learning after the programme we provide the following:

Catapult Refresh

In the three months after the programme you will receive a series of seven Catapult Refresh emails. Each email refreshes a core part of the programme.

Coaching Session (from 2008 programmes only)

A follow-up one hour coaching session with a senior Catapult coach is included in your programme fee. While optional, the session is highly recommended. On a one-to-one basis you'll be able to review any part of the programme, be coached around your breakthrough project, or discuss any other work or leadership issue you would like further support on.

About the Venues



- ▶ Just over an hour from Wellington, Brackenridge Lodge is situated in the heart of Wairarapa's beautiful wine country. Set in idyllic country surroundings the conference and accommodation facilities are among the best and most comfortable in New Zealand.



- ▼ Less than 40 minutes ferry ride from Auckland's CBD, Waiheke Island is one of New Zealand's most beautiful destinations. The Waiheke Island Resort boasts stunning sea views and beautiful Palm Beach is just a short stroll from the resort.



REMAINING PROGRAMME DATES 2007

WELLINGTON ▶ November 7–9 (*fully subscribed and closed*)

AUCKLAND ▶ December 5–7

PROGRAMME DATES 2008

WELLINGTON ▶ March 5–7 ▶ June 11–13 ▶ September 3–5 ▶ November 12–14

AUCKLAND ▶ April 16–18 ▶ June 25–27 ▶ September 24–26 ▶ November 26–28

COST

The 2007 programme costs \$3,500 plus GST. The cost for 2008 programmes is \$3,650 plus GST. Price includes tuition, transport to and from the venues from Auckland and Wellington CBD, accommodation, meals and a comprehensive leadership manual.

HOW TO BOOK

Book online by going to our website
www.catapultleadership.co.nz

ENQUIRIES

PHONE: 04 3888 368
EMAIL: enquiries@catapult.co.nz

About the Programme Leaders

The Martinborough *Catapult Leadership* programme is led by Nick Sceats and Andrea Thompson and the Waiheke Island programme by Nick Sceats and John Boyd. All bring senior leadership experience to the programme.

CHALLENGE
INSPIRE
REFRESH



Andrea has been a lawyer, management consultant, senior personal development programme leader, manager and director. Over the last fifteen years Andrea has led programmes to over 12,000 people both nationally and internationally. She is rated as an extraordinarily effective and inspiring programme leader. In addition to her leadership development work, Andrea is engaged by many organisations to help guide and facilitate organisational development and change initiatives.



Nick Sceats is an extremely experienced consultant, strategic thinker and trainer. His leadership roles include being General Manager of advertising and marketing company Ogilvy and Mather, and a former US-based Vice President of Porter Novelli. Nick facilitates strategic planning for many of New Zealand's leading organisations. He has led training and development workshops in the US, UK, Asia, and Australia.



John Boyd spent many years as a leader in the public sector before joining Catapult. He brings considerable practical experience to the programme with hands-on leadership experience in corporate strategy, marketing and communications, stakeholder management, human resources, research, knowledge management, organisational development and change management.

Participant Organisations

A wide variety of organisations from a range of sectors have sent people on *Catapult Leadership*. These include:

- AgResearch Ltd
- Amcor
- Ameron NZ Ltd
- Asia 2000 Foundation of New Zealand
- Audit NZ
- Auckland University of Technology
- Baldwins
- Business Economic Research Limited (BERL)
- Cadbury
- Capacity, Wellington Water Management Ltd
- Chubb Systems and Services
- Civil Aviation Authority
- Contact Energy Ltd
- Department of Corrections
- Department of Labour
- Digiweb New Zealand Limited
- DTZ NZ
- Electra
- Energy Efficiency and Conservation Authority
- Environmental Risk Management Authority
- Farmlands Trading Society Limited
- French Maid Foods
- Global Hydraulics
- Helicopters (NZ) Ltd
- Hospice New Zealand
- IGT
- Infinity Solutions
- Juken Nissho Ltd – Wairarapa Mill
- Lake Taupo Forest Trust
- LifeStyle Architectural Services
- Massey University
- M-co
- Meridian Energy
- Metso Minerals
- Ministry for the Environment
- Ministry of Agriculture and Forestry
- Ministry of Consumer Affairs
- Ministry of Economic Development
- Ministry of Justice
- Ministry of Transport
- Moana Pacific Fisheries
- New Plymouth District Council
- New Zealand Food Safety Authority
- NZ Oil Service Ltd
- New Zealand Racing Board
- New Zealand Trade and Enterprise
- New Zealand Post
- Open Polytechnic of New Zealand
- Pacific Helmets
- Pacific Radiology
- PHARMAC
- Positively Wellington Business
- SFRITO
- South Star Freightliners
- South Taranaki Animal Health Services
- Sport Hawkes Bay
- Statistics New Zealand
- Synergy International Ltd
- Todd Energy
- Tertiary Education Commission
- Te Puni Kokiri
- TRS Tyres
- Waikato District Council
- Wellington City Council
- Windsor Engineering