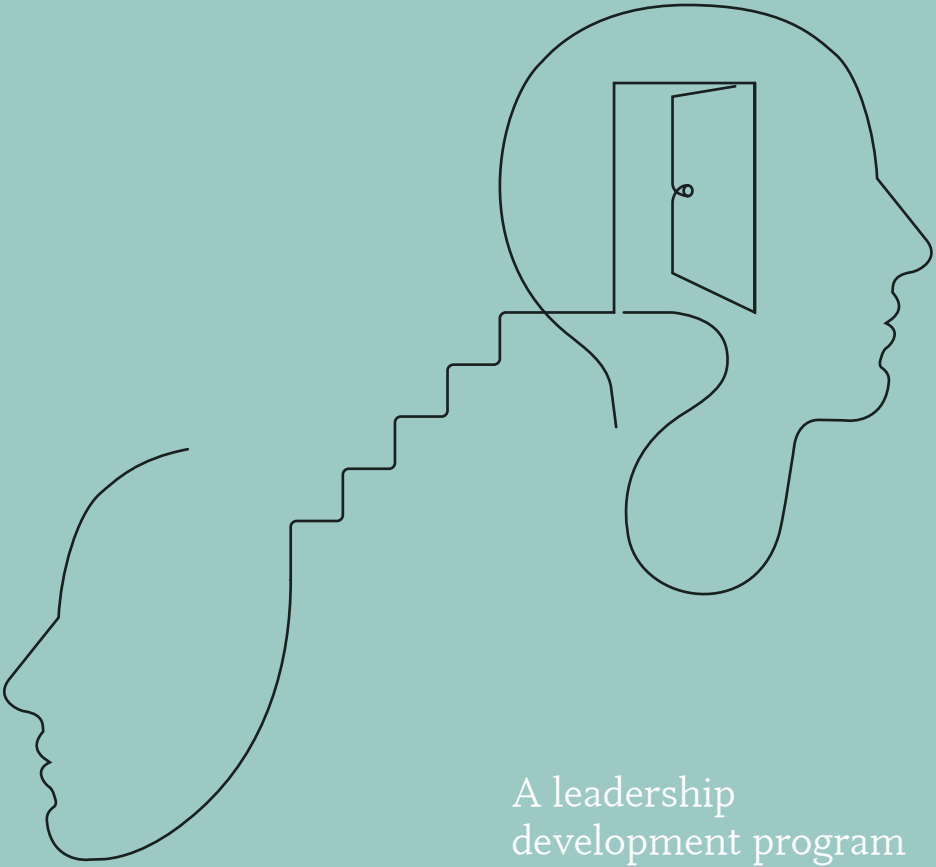


QLead



A leadership
development program
designed by leaders,
for leaders

AltusQ

No organisation can outperform the mindset of its leaders...

The ever-increasing complexity of today's world presents leaders with unique challenges and opportunities.

Leaders of today – and tomorrow – have the choice to impact the success of their organisations by building self-awareness in themselves and their people; balanced with developing their commercial acumen.

AltusQ has developed a program like no other to address these and other issues. A program designed to develop and advance leaders in their careers.

Personal responsibility and heightened self-awareness are key underlying themes that run throughout the QLead program. The cornerstone leadership principles required to transition from managerial to leadership roles are developed.

Participants are transformed. They emerge inspired and energised, with elevated self-awareness and confidence, and with a new consciousness around how to be the leader.

“There is no safe way to greatness”

Who would benefit

- ➔ Accomplished technical managers who now want or need to hone their people development skills
- ➔ Managers with a skill gap or who want to improve management/leadership skills
- ➔ Organisations who want to increase their talent pipeline for personnel moving from management to leadership
- ➔ Individuals identified through talent programs or succession plans
- ➔ Managers currently in team management or supervisory roles
- ➔ Senior executives and leaders (including Board and/or “C” Suite) aiming to increase their self-awareness to a point of leadership mastery for themselves and their teams.

Return on Investment

Numerous research studies in the area of leadership capability and its impact on ROI in organisations, indicate that companies that consciously develop constructive leadership cultures perform exponentially better than those that do not.

In these cultures employees have shown greater commitment and motivation, teamwork and cooperation, and perform better on organisational-level indicators such as productivity and customer loyalty.

QLead can transform your culture into a powerful, constructive leadership culture. One of our measures of success is the ongoing endorsement and advancement of our programs' past participants.

Y(our) stories...



“I was always lacking in my managerial skills. I had been given the GM title with no real guidance and often felt undeserving of the title. Throughout the last six months my AltusQ Leadership Coach has given me many tools to be able to be the GM that I want to be. It's hard to be so introspective...to ask yourself tough questions to admit weaknesses, but that was all part of the journey and my growth.”

Kerrie Mieszkuc
General Manager,
The JourneyMasters

“No one emerged unchanged. The techniques that the AltusQ program gave us enabled our team to initiate and conduct some difficult but ultimately rewarding conversations, bringing about a significant cultural change leading to an uplift in the efficiency and impact of our business.”

Karin Hawkins
Former Executive Manager
Mortgages, ANZ Bank

“We have worked with AltusQ for three years now. Our engagement has been Australia-wide with a local AltusQ coach assigned for each state. The AltusQ team have worked with most parts of our business facilitating workshops and coaching individuals and teams. In short AltusQ have been there with us every step of the way as we have developed our business and our leaders. Their expertise and experience has been invaluable to us and we greatly value our ongoing relationship.”

Ian Petherbridge
Chairman, Position Partners

“The design and delivery of Think Education Leadership Program has been phenomenal. AltusQ has created a unique, experiential, and accelerated learning experience that is transforming our people. Using the frameworks and tools learned they are overcoming their challenges, taking personal responsibility, being the change they seek, fulfilling their potential and inspiring others. Our people have described the program as inspirational, empowering, motivating, developing, confidence building and authentic. The collaboration between AltusQ and Think continues to evolve and reach new heights, from the excellent master classes for our internal facilitators, the first class material and the professional coaches who have built deep relationships with our people.”

Vanessa Parkin
Learning and Development
Manager, Think Education

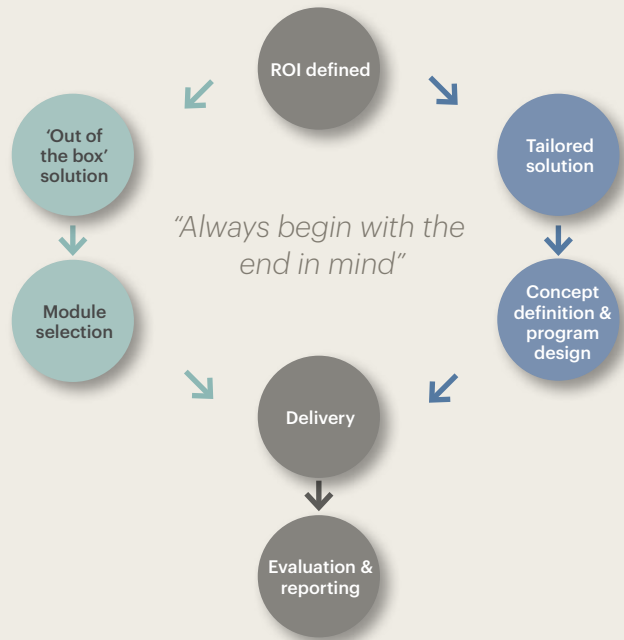
“I look back at how far I have come from when I first started the AltusQ program. The changes I have made are now embedded, and I'm really enjoying my renewed confidence levels. I am on the brink of securing a new role, one which I truly thought out of reach, and I can now see exactly where I want to be and what I want to achieve over the next 12 months.”

Kylie Dinwoodie
Director Private Banking,
Bankwest

“Through our work with AltusQ to evaluate and reposition our business, each member of our leadership team now has strong buy-in to the business vision. While it's been a lot of hard work, we have all come away feeling energised and excited about the future.”

Nicole Moody
General Manager,
Corporate Travel

Out of the box? Tailored solution? You choose...



QLead is a modular program and can be tailored to suit any business, most budgets and more importantly the 'learning styles' of your organisation and your people.

Beginning with the foundation principle of "It starts with me..." each module reinforces the message that a leader is a creator and determiner of their own destiny, that of their team, and of the entire organisation.

The storyline approach engenders personal responsibility throughout the entire program.

All modules leverage a coaching based approach that blends the theoretical with practical, 'real world' skills, delivered in an engaging and experiential learning environment.

A full description of each module, together with key concepts and learning outcomes can be provided on request. Just ask us.

Four streams – multiple pathways. Start at the top, start at the bottom, or anywhere in between.

The program has four streams that cater to specific target audiences. It can be delivered in its entirety as four comprehensive streams or via stand-alone modules, selected for specific relevance and timeliness.

For many clients, the first step is to define your specific Model of Leadership and determine your internal KPI and ROI measures that can be monitored and reported against throughout the program. This is to ensure that you can clearly see the value of your investment along the way.

We can then work with you if tailoring is required.

Emerging	Developing	Succeeding	Leading
1 Stream	2 Stream	3 Stream	4 Stream
<i>"I create what I experience"</i>	<i>"I embrace potential"</i>	<i>"From potential I create success"</i>	<i>"I develop future leaders"</i>
Target participants			
New to management, supervisory roles	2+ years of management experience	Current leaders moving from management to senior executive and leadership roles	Executive teams including CEO and "C Suite"
Managers with a skills gap or who want to enhance their management & leadership capability	Experienced managers with skill gaps or who want a refresh of capabilities	Executives who have identified skill gaps or are looking to sharpen their skills	Board member level
Technical managers needing people management skills	Those who completed Stream 1 and are transitioning to new roles	Those who have completed Stream 2	Heads of divisions or business units
Modules			
<i>It starts with me</i> Self awareness	<i>I step up</i> From management to leadership	<i>I shape our decisions</i> Influencing with impact	<i>I look in the mirror</i> 360° Feedback assessment
<i>I create my future</i> Goal setting & development planning	<i>I impact behaviour</i> Communicating with influence	<i>I lead beyond today</i> Strategic planning and vision	<i>I unite our leaders</i> Team executive coaching
<i>I make every moment count</i> Time management	<i>I coach success</i> Coaching skills for leaders	<i>I inspire potential</i> Leading change	<i>I tell our story</i> Creating and sharing the vision
<i>I engage</i> Communication skills	<i>I direct</i> Strategic decision making	<i>I energise performance</i> Building a high performing team	<i>I go deeper</i> Individual executive coaching
<i>I decide</i> Critical thinking	<i>I empower</i> Creating a culture of empowerment	<i>I connect hearts and minds</i> Emotional intelligence	
<i>I select the best</i> Behavioural interviewing	<i>I create resilience</i> Managing change	<i>I build trust</i> Developing strategic partnerships	
<i>I set the bar</i> Performance management			

“It starts with me...”



Our philosophy

“It starts with me” is one of our fundamental philosophies.

Lots of things are tough, but change is not made without complete commitment to the possibility of who you might become and what you can achieve.

AltusQ can show how this is possible through the QLead program. Since we started in 1999 we have worked with literally 1000's of leaders on their development, and have accrued depth and insight into what makes a leader.

Mirror mirror on the wall...

Finding the right feedback mechanism for leaders is imperative.

We've searched the world to find 360° tools that go deeper than the usual behavioural measures. The process can be confronting, but it has been proven to be transformational.

Furthermore, as a member organisation of the European Mentoring and Coaching Council (EMCC*) we are committed to building and delivering quality programs that make a tangible difference.

*EMCC is the leading body on leadership, coaching and mentoring and is represented in over 67 countries across the globe. In addition to setting industry-wide ethical and quality standards, EMCC is recognised as being at the cutting edge of leadership research and coaching methodology.

“No problem can be solved from the same level of consciousness that created it.”

Albert Einstein

Complementary programs & services

Leadership development programs work best when integrated into a blended development pathway. This can include mentoring, coaching and experiential workshops.

The AltusQ programs and intellectual property are the basis of our joint venture with the University of Wollongong's Sydney Business School to build a Masters in Business Coaching degree, which began graduating students in 2008.

Talk to us about how your organisation can leverage the power of the QLead program to further empower your leaders in their careers.

Q Exec



Executive coaching programs offer one-on-one coaching with leaders and rising stars in your company. The programs help participants to develop specific skills and knowledge, empowering them to optimise their performance and to progress in their career.

Obstacles are identified and worked through, and desired outcomes are defined and measured.

Q Mentor



Mentoring programs help to build leadership capability, fast track learning, build trust, facilitate the internal transfer of knowledge and support diversity in the workplace.

AltusQ's “white label” approach to mentor programs provides a fast-track to setting up and running enterprise-wide mentoring programs. Successfully implemented in corporations across Australia and New Zealand, many have now been running for years. We use ‘industrial strength’ administration platforms like Chronus (used by Harvard, the US Navy etc) to leverage resources and deliver faster returns on investment.

Q Team



From the Boardroom down, team coaching brings together a team of people to help them develop new skills and improve their effectiveness in working together.

We facilitate retreats and team building events, and our coaches and facilitators are renowned for the skills they bring to these programs and conferences.

Q Coach



Build the bench strength of your leadership and management by enhancing their coaching skills.

We've taken our internal coach training program, and re-designed it to provide a ‘Coach the Coach’ program to build the coaching skill capability of your executives.

"You have to leave the city of your comfort and go into the wilderness of your intuition." Alan Alda

About AltusQ

To lead in an increasingly complex world, we know there must be a balance of both the commercial and cultural aspects of business to support decision making.

AltusQ's focus is to combine and balance IQ around knowledge and understanding, EQ around emotional capabilities, and AQ around attitude. All are required to affect sustained behavioural change.

Our approach is grounded in evidence from psychology, adult learning and organisational change research* that acknowledge the way in which the human brain works and the stages people go through as we move from infancy to the higher stages of awareness and consciousness. We also 'get' that most adults learn by experience, so we make everything we do 'experiential'.

Essentially, we help our clients to engage both their 'head' and their 'heart' to empower them to become better leaders and more successful in business and life.

*Piaget, Kohlberg, Gilligan, Lovinger, Maslow, Hall, Fowler, Jaques, Beck, Torbert, Cook-Greuter, Kouzes & Posner, Kegan, Wilber, Goleman, Rock.

Contact us in Australia

Sydney
Melbourne
Brisbane
Hobart
Adelaide
Perth
Newcastle

For more information on our leadership and mentoring programs, talk to your AltusQ contact, call us on 1300 996 918, email us at info@AltusQ.com.au or visit www.AltusQ.com.au.

Contact us in New Zealand

Wellington
Auckland

Please call us on 644 976 8477, email us at sue.reeves@AltusQ.co.nz or visit www.AltusQ.co.nz.



AltusQ

Bringing *passion* to strategy and *strategy* to passion