

THE LEADERSHIP SPACE

AN INTENSIVE RESIDENTIAL WORKSHOP
FOR SENIOR LEADERS

MAY 28TH (LATE PM) - MAY 30TH 2018



REFLECT

REFOCUS

RECHARGE

TODAY'S LEADERSHIP CHALLENGE

The challenge for senior leaders has never been greater. The landscape of organisations is more dynamic and nuanced than ever before. Markets are more volatile and competitive, standards more stringent, employees more diverse with higher expectations.

Navigating these dilemmas can be exhilarating, but can also feel lonely and pressurised. Purpose and priorities can get diluted with different parts of the organisation 'at odds' with each other. Matrixed and virtual structures can create communication and relationship challenges. The time and space for the leader to reflect on their mission and impact can get squeezed out. The personal development required to lead courageously gets de-prioritised.

FACING THE CHALLENGE / THE LEADERSHIP SPACE

The 'Leadership Space' provides leaders with the opportunity to achieve a perspective on the complexities of their leadership context and dilemmas. It's a reflective opportunity to step back and re-focus on their core leadership mission – and to identify and develop positive leadership strategies.

This 2-day residential workshop will challenge leaders to:

- Revisit and build an objective self-awareness around their core values
- Re-assert core strengths and address the impact of any leadership 'shadow'
- Articulate a clear leadership purpose, presence and plan
- Reflect on past challenges and positively apply this insight to their current situations
- Consider optimal responses and interventions in complex and nuanced leadership scenarios
- Explore high-impact ways to build and sustain great relationships to achieve positive outcomes
- Engage and inspire others to be at their best and achieve organisation, professional and development goals

PRE-WORKSHOP ENGAGEMENT - REFLECTIVE PREPARATION

The application process, directly supported by the facilitators, will ensure participants get maximum benefit from the workshop.

WORKSHOP OUTLINE

Pre-workshop evening – Monday May 28th, 2018

Participants arrive in the late afternoon for a full introduction to the workshop and fellow participants.

Day One – Tuesday May 29th, 2018

Day one invites leaders to explore their past with a view to seeing how they can apply insights to their current leadership challenges.

Key elements include:

- Exploring how you 'show up' as a leader – and how that impacts the team and organisation
- Re-evaluating core values and strengths as well as 'shadow' qualities
- Identifying real leadership challenges and re-assessing current responses
- Optimising positive approaches - Identifying and breaking unhelpful patterns
- Towards the future – Re-kindling leadership passion, purpose and priorities

Day Two – Wednesday May 30th, 2018

Day two focuses on the future. Participants will shape a strong leadership presence and message, identify strategies, optimal approaches and tools that will help them to address their leadership challenges.

Topics covered here include:

- Creating a clear leadership message and presence
- Creating optimal leadership behaviours and habits in challenging circumstances
- Developing personal resilience – to sustain energy over time
- Adapting to evolving situations – to maintain leadership composure in uncertain times
- Building strong relationships – to optimise stakeholder exchanges and experiences
- Drawing up a personal leadership action plan.

COST

The costs (including pre workshop contact, facilitated sessions, 2 nights b&b, 2 dinners, snacks, refreshments and lunches) is €1,550. Early bird: A discounted fee of €1,350 is available for places reserved and paid for before March 31st 2018.

THE VENUE

The tranquil Druid's Glen hotel in Wicklow:
www.druidsglenresort.com

TO DISCUSS OR JOIN THIS WORKSHOP

Please call or email :

Julia t: **(086) 811 4481** e: julia@performancematters.ie

Cathy t: **(086) 803 8582** e: cb@cathybuffini.com



PROFILE OF FACILITATORS

CATHY BUFFINI

is an experienced leadership development expert and executive coach. She has held senior HR and Talent Management positions in the high-tech industry on an Ireland and EMEA level. Her clients span diverse public and private organisations including Pfizer, the European Central Bank and Ireland's Senior Public Sector. Cathy has a degree in Communication Studies and a Masters in Organisation Behaviour. She is a qualified psychotherapist. Cathy partners with clients to achieve transformational outcomes – one 'Aha!' moment at a time.

Read more about Cathy's work on www.cathybuffini.com



JULIA ROWAN

has over 20 years of experience in developing leaders to achieve their individual and team goals. She gained leadership experience in a variety of management roles in finance, marketing and public affairs. She has a Degree in Psychology and a Masters Degree in coaching and behaviour change (Henley Business School) as well as many other business and professional qualifications. Julia is known for her insightful, practical and engaging approach. Her clients include Kerry Group, Canada Life, LinkedIn and RCSI.



For more see www.performancematters.ie