

Leadership Assessment & Development



We know where the goal posts are!

Much more than 'a set of tools' - a validated outcomes-driven theory and trainable model to optimise thinking and influencing behaviours.

- Backed by extensive, independent and *transparent research* in top-line international journals.
- Nine measurable styles spanning *transformational*, *transactional* and *passive-avoidant* leader-manager repertoires.
- A *trilogy of diagnostic assessments* based on consistent and compelling concepts to which personality and other leadership theories may be related.

- Proven enhanced outcomes for performance and *ROI beyond expectations* with follow-through training for development.
- Supported by *advanced integrated internet, email and paper data-collection* and report delivery systems with *add-on questionnaire capabilities*.

"The materials supplied for workshops are comprehensive and complete – bound reference copies, manuals, report examples, copies of overheads, worksheets, etc. "

Mr. Brian Clarke



2006 Training Courses (enrolment form - page 2)

To join our accredited MLQ Network, select from four course modules, each involving a full or half day workshop. Taking courses 1 and 2 together is highly recommended. Research readings are supplied with every course.

1: MLQ 360° and Facilitation

- The Full Range Leadership Model (™Bass and Avolio)
- The MLQ360 Report to comprehensively profile individual leadership styles against research-driven benchmarks and the MLQSelf Report
- Internet data collection and management training using the advanced eMLQ facility (see homepage: www.mlq.com.au)
- Ethics and professional standards
- Establishing a set of behavioural objectives for increased effectiveness
- A personal MLQ360° feedback report delivered in the workshop

This module accredits you as a recognised MLQ Leadership Services Facilitator for comprehensive 360° feedback.

One day workshop.
No prerequisite.

Investment: \$1,090 plus GST

2: Full Range Leadership Coaching

- Leadership coaching as a specialist form of coaching
- Application of the Full Range Leadership Model to establish unique individual Leadership Development Plans (LDPs)
- Multiple booster strategies for developing coaching orientations in organisations
- Case studies and coaching skills practice
- Enables building on the goals established from the diagnostic MLQ360 assessment feedback

This module enables you to produce a unique leadership development plan based on the MLQ 360° Report.
One day workshop.
Prerequisite: MLQ Facilitation

Investment: \$500 plus GST

3: MLQTeam: Distributed Leadership

- Implementation of MLQTeam Reports for benchmarking shared/distributed leadership and group assessment for development
- Viewing team performance through the Full Range Leadership Model lens
- Implementing MLQTeam Assessments through the eTOS site
- Applying some established psychodynamic perspectives for group development to complement empirical approaches
- Useful process interventions and tools

This module extends the Full Range Leadership Model to groups and teams and accredits you to use the MLQTeam Report.
Duration: 4 hours
No prerequisite

Investment: \$350 plus GST

4: ODQ: Organisation Leadership Culture

- Nine leadership culture profiles based on transactional & transformational behaviors from the Full Range Leadership Model
- Implementing the Organisation Description Questionnaire and extension questions through the eTOS site
- The ODQ Report for benchmarking and developing an organisation's leadership culture

This module accredits you to use the Organisational Description Questionnaire (ODQ) to benchmark leadership culture.
Duration: 4 hours
No prerequisite

Investment: \$350 plus GST

What participants say:

"The experience, qualifications and facilitation skills of Ray Elliott are a highlight of MLQ training. Ray has such a comprehensive level of knowledge about leadership theory and its application, especially MLQ/FRLM, that he is able to discuss and demonstrate all conceivable scenarios."

Mr. Brian Clarke

Director of IDP Asia-Pacific Pty Ltd

"The accreditation series brings together an impressive triad of leadership theory, scientific evidence, and practical application for Bass and Avolio's pivotal work on full range leadership."

Mr. David Holzworth

Director/Organisational Psychologist
Change Focus Enterprises Pty Ltd

"Having completed the MLQ update session, I was struck by how much MLQ Leadership Services has evolved with increasing sophistication at every level and informed by a greater depth of research."

Mr. Paul Martin

Psychologist,
Priority Human Services - Long term
Accredited MLQ Network Member

Take all 4 courses within 3 months and receive a 10% discount!

All prices are in Australian dollars

2006 Training Courses: Enrolment

Enrol by ticking the appropriate boxes for city and course. Then state the agreed month and dates for each course below.

City	MLQ Facilitation (1 day workshop)	FRL Coaching (1 day workshop)	MLQTeam (1/2 day workshop)	ODQ Leadership Culture (1/2 day workshop)
Singapore	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brisbane	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sydney	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Melbourne	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Auckland (NZ)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Canberra	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adelaide	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Perth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)				
Agreed month and dates				

Each course is limited to 10 participants. Courses will not run with less than four participants. Courses in Perth and international locations will not run with less than 5 participants.

Full Payment:

Is required at least 14 days before the agreed course date.

Cancellation Policy:

(Only written cancellations will be accepted).

- More than 14 days: 60% refund
- Between 10 & 14 days: 50% refund
- Less than 10 days: 25% refund
- Less than 7 days: no refund

Eligibility:

Courses are open to suitably qualified and/or experienced people. These include psychologists, trained HR professionals, experienced managers, management consultants, educators and academics. MLQ P/L reserves the right not to accredit unsuitable persons.

Please note:

Due to the personalised nature of the MLQ Facilitation Course, other persons cannot be substituted for the original applicant.

STEP 1 - Tick the appropriate boxes for courses and locations.

STEP 2 - Fax back this Registration Form, including your authorisation of \$40.00 (plus GST), to formally express your interest in having MLQ Leadership Services negotiate with you the optimal times and places for courses. MLQ will actively follow this up for 12 months, but does not guarantee being able to meet your requirements. No refund will be provided, however this administration payment will be deducted from your course registration fee.

STEP 3 - Once an agreed date and location is arranged full payment for the course(s) is required within 14 days; credit cards accepted.

In-house Courses

Enquiries: The MLQ Office.

Special training courses can be arranged to suit your organisation's requirements.

Registration Form - Fax back to (03) 9819 4344

Name: _____ Position Title: _____

Organisation: _____ ABN (where applicable): _____

Address: _____

Telephone: (w) _____ (Mob) _____

Fax: _____ Email: _____

Please tick your selected course/s: MLQ 360° Facilitation **\$1,090 plus GST** Full Range Leadership Coaching **\$500 plus GST**
 MLQTeam: Shared Leadership **\$350 plus GST** ODQ: Organisation Leadership Culture **\$350 plus GST**
 4 Course Package \$2,060 plus GST (a 10% discount)

An invoice will be raised once a dates and locations are agreed. To secure your place full payment must be received - and at least 14 days prior to the workshop dates agreed.

Please forward cheque to MLQ Pty Ltd or complete credit card details below. Direct deposit details are provided on the Tax Invoice for your convenience.

Card Type: Bankcard Mastercard Visa Expiry Date: ____/____

Card Number: _____

Name on Card: (please print clearly): _____ Cardholder's Signature: _____

Position responsibilities: _____

Professional memberships & qualifications: _____

Relevant experience: _____

Referred by: _____

Signature: _____ Date: _____