



2009 INTERNATIONAL COURSES

Respecting the



Leadership and Management Assessment and Development

Accreditation Courses - 2009: Based on the *Full Range Leadership Model* (™Bass and Avolio). These courses assume face to face in agreed international locations.

The research-backing of the nine style Full Range Leadership Model is unequalled at the Gold Bar Standard in leadership research! Many well-researched outcomes for followers, associates, groups and organisations drive optimal leadership impact profiles.

Accreditation Courses address -

- The facilitation of scientifically-supported valid assessment feedback.
- The locus of authority in interpretation for optimal outcomes: subjectivity, objectivity, commitment and ownership.
- Evidence-based plan and goal establishment: individuals, groups / teams and organisations (“the trilogy”).
- Intervention strategies for leadership development at multiple interactive levels of *the trilogy*.
- Active evaluative monitoring systems.
- Professional practice ethics: the high end.
- Linking and cross-reinforcing development with appraisal.

Courses arranged in various international locations according to demand. Registrations of interest taken for active follow-up. In-house discounted packages. See following details and EOI and Registration Form.

OVERVIEW

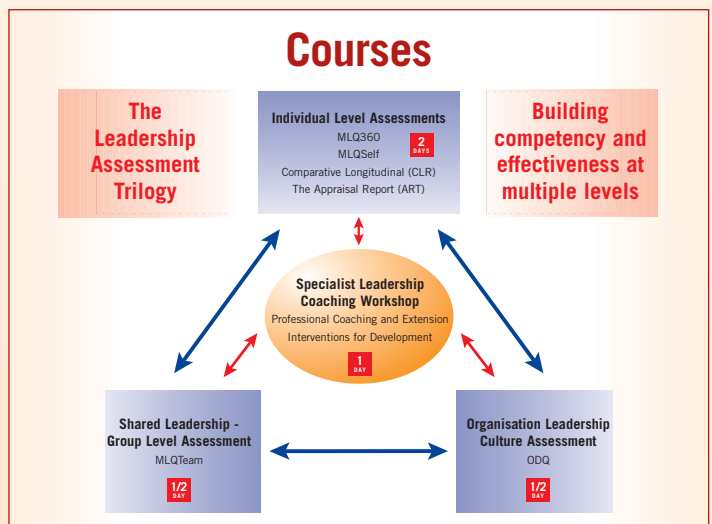
COURSE 1:
Facilitation Assessment - Individual Level Accreditation
(2 days of Workshops plus follow-through test)
Investment: Au\$3,400 (US\$2,250)

COURSE 2:
Specialist Leadership Coaching Workshop
(1 day) Stand alone Workshop
Investment: Au\$825 (US\$550)

COURSE 3:
Group Level Assessment - Distributed Team Leadership Accreditation
(1/2 day of Workshops plus follow-through test)
Investment: Au\$825 (US\$550)

COURSE 4:
Organisation Leadership Culture Assessment Accreditation - ODQ
(1/2 day of Workshops plus follow-through test)
Investment: Au\$825 (US\$550)

Total Package:
When all four courses taken together -
Package Investment (incl. discount): Au\$5,100 (US\$3,325)





INTERNATIONAL COURSE DETAILS 2009

FACILITATION ASSESSMENT - INDIVIDUAL LEVEL ACCREDITATION



COURSE 1 (2 days of Workshops plus follow-through test)
Investment when taken as a stand alone:
Au\$3,400 (US\$2,250)

This accreditation course enables participants to utilise top high control data management systems to produce world class assessment reports, provides a grounding in the Full Range Leadership Model and its unparalleled transparent Gold Bar Standard research base, best professional practice in assessment feedback for the accommodation of feedback at the individual level, the implementation of pre – post – comparative reports with groups of leader-managers over time to evaluate development intervention effectiveness, and using the add-on Appraisal Report to strongly link development and performance appraisal.

The course provides accreditation in the use of high control data-management systems for Four Standard and Custom Extension and Stand-alone Reports through advanced operating systems
(eMLQ and eTOS):

- Multi-factor Leadership Questionnaire **(MLQ360; MLQSelf)**
- Comparison Longitudinal Report **(CLR)**
- Appraisal Report **(ART)**
- Extension custom assessments in data-collection
- Custom Stand-alone assessments in data-collection

Materials supplied: Practice Reference Manual; Two volumes of Research Readings; Sample Reports & Plans; Marketing Materials; information-rich CD.

SPECIALIST LEADERSHIP COACHING WORKSHOP

COURSE 2 (1 day) Stand alone Workshop
Investment: Au\$825 (US\$550)

For the professional coaching of leadership development. Workshop methods include experiential adult learning to intergrate best interpretative theory with practice.

- Enact comprehensive coaching repertoires:
 - Facilitative coaching to enable client-directed futures
 - The role and application of expert evidence-based knowledge and reframing for the client
- Professionalism and ethics: the coach - client / coach - counterpart relationship
- Working with and beyond plans.
- Applying evidence-based theories in professional practice: Extending client awareness of the 'leadership-management playing field'.

- Contexts for leadership: relevant group and organisational evidence-based theories.
- The Full Range Leadership Theory (™Bass and Avolio) and other significant evidence based leadership theories.
- Establishing the coaching framework within organisational contexts; the internal-external relationship, negotiation and contracting.

No pre-requisites, but prior completion of either 'Assessment Facilitation – Individual Level and/or Group Level' is an advantage to derive the most benefit for personal consolidation and integration.

Materials supplied: Resourse Folder (143 pages); a volume of Research Readings; Coaching Strategies & Exercises; Marketing Materials; information-rich CD.



INTERNATIONAL COURSE DETAILS 2009 GROUP LEVEL ASSESSMENT DISTRIBUTED TEAM LEADERSHIP ACCREDITATION



COURSE 3 (1/2 day of Workshops plus follow-through test)
Investment when taken as a stand alone:
Au\$825 (US\$550)

This accreditation course enables participants to utilise top high control data management system eTOS to produce the 20 page MLQTeam Assessment Report – the group level companion to the MLQ360 for team leaders. The course provides an introduction to the nine factor Full Range Leadership Model by focusing on the measurement of distributed or shared leadership behaviours within a group to achieve optimal group performance outcomes. Supportive research are supplied and discussed, along with some psychodynamic and other group development models to put this unique measure of within-group leadership into a wider repertoire context.

- Review of the status of empirical research into factors that help a group to be a high performing team.
- Examination of the Full Range Leadership Model at the group level of thinking: ways of understanding ‘team leadership’.

- The features of the MLQTeam Report and how to give feedback on it to a group.
- How to administer it on-line and via email and paper methods if need be.
- The provision of additional custom extension survey questions, if required, for additional group reflective feedback designed and led by the facilitator.
- Establishing a group development plan on the basis of the MLQTeam Report and how to implement and monitor this.
- Exploring some psycho-dynamic models for group development and the relationship of the external coach / consultant to this implementation process.

No pre-requisites required.

Materials supplied: Practice Reference Manual; A volume of Research Readings; Sample Reports; Marketing Materials; information-rich CD.

ORGANISATION LEADERSHIP CULTURE ASSESSMENT ACCREDITATION - ODQ

COURSE 4 (1/2 day of Workshops plus follow-through test)
Investment: Au\$825 (US\$550)

This accreditation course enables participants to utilise top high control data management system eTOS to produce the 17 page Leadership Culture Assessment Report – the culture level assessment of the Full Range Leadership Model (FRLM) trilogy of assessment. Based on published empirical research it provides diagnostic and benchmarking appraisal of an organisation’s (or department’s / business unit’s) leadership culture and indicates the optimal zone for best organisational effectiveness in today’s world. This ODQ is quick and easy to administer. It assesses two dimensions of leadership culture – transformational and transactional.

The ODQ or MLQTeam is often a good place to start assisting an organisation to reflect on leadership in terms of evidence-based and validated models, such as the FRLM.

- Examination of the Full Range Leadership Model at the culture level – ‘leadership’: an aspect of culture which is a powerful determinant of both identity and behaviour in organisations.
- The features of the ODQ Report and four applications of it – a) benchmarking; b) diagnostic; c) mapping culture coherence variations in an organisation; and d) direct intervention processes and techniques to achieve change in leadership culture over time.

Course 4 continued over... **3**



INTERNATIONAL COURSE DETAILS 2009

**ORGANISATION LEADERSHIP CULTURE
ASSESSMENT ACCREDITATION - ODQ continued...**



- How to administer the ODQ on-line, and via email and paper methods where necessary.
- The provision of additional custom survey extension questions, if required, for additional organisation assessment and feedback designed and led by the facilitator in consultation with the client host.

No pre-requisites required.

Materials supplied: Practice Reference Manual; A volume of Research Readings; Sample Reports; Marketing Materials; information-rich CD.

IN GENERAL

Active Accredited Network support from the MLQ Office Help Desk.

Continuing accreditation status for three years unless active use is made of MLQ Leadership Services to maintain currency.

Back-up coaching packages for administrative support persons to ease assessment facilitation work-loads.

Dedicated on-going professional training by extension arrangements.

Network Package Updates.

REGISTRATION AND PAYMENT

Registration: by email or by our internet site at www.mlq.com.au - courses.

Invoices will be raised indicating how payment is to be made (CC, direct deposit, cheque accepted). Payment is required to secure a place in courses. The normal terms for MLQ PL invoices is 14 days from date of issue.

Please refer to the registration form for additional terms and conditions.

Terms can be arranged where necessary – such as 50% deposit followed by payment in full 14 days prior to the commencement of the workshops.

Enquiries to:
MLQ Leadership Services –
info@mlq.com.au or (61-3) 9819 3689

