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**MANAGERS  
AND LEADERS**   
australia | new zealand

# THE GOLDEN RULE OF PRESENTING!

 NEVER START WITH AN APOLOGY!





ARE YOU AN  
ACCIDENTAL  
MANAGER OR  
AN **INTENTIONAL  
LEADER?**

Let's take the IL test:

**[iml.click/leadershipquiz](http://iml.click/leadershipquiz)**

▷ THINKING  
ABOUT  
YOURSELF

Ethical Leadership

# LEADERSHIP

7 skills of very successful leaders

- Setting Strategy
- Leading People
- Making Decisions
- Defining Culture
- Inclusion Matters
- Networking is Working

# MATTERS

David Pich and Ann Messenger

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Integrity

# LEADING

7 attributes of very successful leaders

- Self-Awareness
- Integrity
- Emotional Intelligence
- Authenticity
- Respect
- Ability to Inspire

# WELL

David Pich and Ann Messenger

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PURPOSE IS  
EVERYTHING

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IML'S PURPOSE IS TO FACILITATE  
A FUNDAMENTAL SHIFT IN THE  
WORKPLACE

FROM THE **ACCIDENTAL  
MANAGER** TO THE  
**INTENTIONAL LEADER.**



THE CHAOS OF THE  
**ACCIDENTAL  
MANAGER.**



A photograph of a wooden signpost against a cloudy sky. The signpost is made of weathered wood and has a horizontal beam that is slightly tilted upwards. The sky is filled with soft, grey clouds, and the overall tone is muted and atmospheric. The text is overlaid on the left side of the image.

THE **IMPACT** OF THE  
**INTENTIONAL**  
**LEADER.**



LAYERS

LAYERS

LAYERS

LAYERS

LAYERS

THE SIX **LAYERS** OF INTENTIONAL LEADERSHIP

LAYERS

LAYERS

LAYERS

LAYERS

LAYERS

▷ ASK QUESTIONS

GOOD LEADERS

SPEAK LAST, ASK QUESTIONS AND LISTEN

▷ NO (WO)MAN IS AN ISLAND

LEADERSHIP IS LONELY

...GET A MENTOR

▷ SELF-AWARENESS RULES OK

SELF AWARENESS IS CRUCIAL

...IT TRUMPS AUTHENTICITY HANDS DOWN

LEADERS MAKES DECISIONS

ACTIVELY MAKE TIME TO [THINK BEFORE YOU ACT.]

▷ THINK BEFORE YOU PLAN, PLAN BEFORE YOU ACT

COMMIT TO PROFESSIONAL DEVELOPMENT

PEOPLE CHANGE. BUSINESSES CHANGE. STAY CURRENT. STAY RELEVANT.

▷ cpd (NOT CPD)

REFLECTION IS INTEGRAL TO CHANGE

COMMIT TO REFLECTION. MAKE YOUR MARK. GO CHARTERED.

▷ REFLECT, ADJUST. REFLECT ADJUST (REPEAT TO FADE)

SIX LAYERS OF INTENTIONAL LEADERSHIP



SELF-AWARENESS RULES OK  
**SELF-AWARENESS IS CRUCIAL**

...IT TRU

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# PEOPLE ANALYTICS

A suite of diagnostic and  
evaluation tools to improve the  
effectiveness and productivity  
of your organisation.

[managersandleaders.com.au/people-analytics](http://managersandleaders.com.au/people-analytics)

## ARE YOU SELF-AWARE?

Being aware of our own behaviour is difficult as an individual can face. While we each want to believe we truly know what we are doing well and what needs working on, 360° feedback surveys help organisations identify any gaps in the company's values and the organisation.

## WHAT DOES USING 360° FEEDBACK TOOLS THROUGH THE INSTITUTE OF MANAGERS AND LEADERS ENABLE YOUR ORGANISATION TO DO?

Demonstrate key improvement areas to your team members that might be limiting their upward career path or causing manager conflict within a team.

Assess individuals against competencies from an established and respected management model.

- Provide a powerful benchmark to evaluate performance across the entire organisation and feed into the organisation's performance review process.
- Capture management competencies before and after using the learning and development programs in order to measure their effectiveness.

## TYPES OF 360° FEEDBACK TOOLS

### LEADERSHIP PRACTICES INVENTOR (LPI 360)

- Based on Jim Kouzes and Barry Posner's The Five Practices of Exemplary Leadership model
- A 3D item profile that provides an easy way for leaders to measure the frequency of their leadership behaviours
- Compare results against a normative sample of leaders and observers can provide constructive feedback via open ended questions



### MANAGEMENT 360

- Measure frontline and middle managers' capabilities against ten key management capabilities
- Customise the capabilities and their statements to tailor to your organisation's needs (Additional costs may apply)
- Can be done before and after a development program to track effectiveness (Additional costs apply)

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**CONTACT US**  
Call 1300 362 631 or email [corporate@managersandleaders.com.au](mailto:corporate@managersandleaders.com.au)  
For more information visit [managersandleaders.com.au/people-analytics](http://managersandleaders.com.au/people-analytics)

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**FOUNDATIONS  
OF INTENTIONAL  
LEADERSHIP**

**Modules**

- 6** Core Modules
- 3** Diagnostic Tool Assessments
- 2** One-On-One Coaching Sessions
- 4** Month Mentor Program

More programs to follow - check [managersandleaders.com.au](http://managersandleaders.com.au)



LEADERS  
MAKES  
**DECISIONS**

▶ THINK BEFORE YOU PLAN,  
PLAN BEFORE YOU ACT  
**ACTIVELY**  
MAKE TIME TO  
THINK BEFORE YOU ACT.



Introduce  
flexible working  
arrangements



Design your  
own personal  
resilience plan



Monitor leave –  
ensure people have  
time to switch off



Ensure your  
workplace is  
mentally healthy

COMMIT TO  
REFLECTION.  
MAKE YOUR MARK.  
GO CHARTERED.

# REFLECTION IS INTEGRAL TO CHANGE

▷ REFLECT, ADJUST,  
REFLECT ADJUST  
(REPEAT TO FADE)





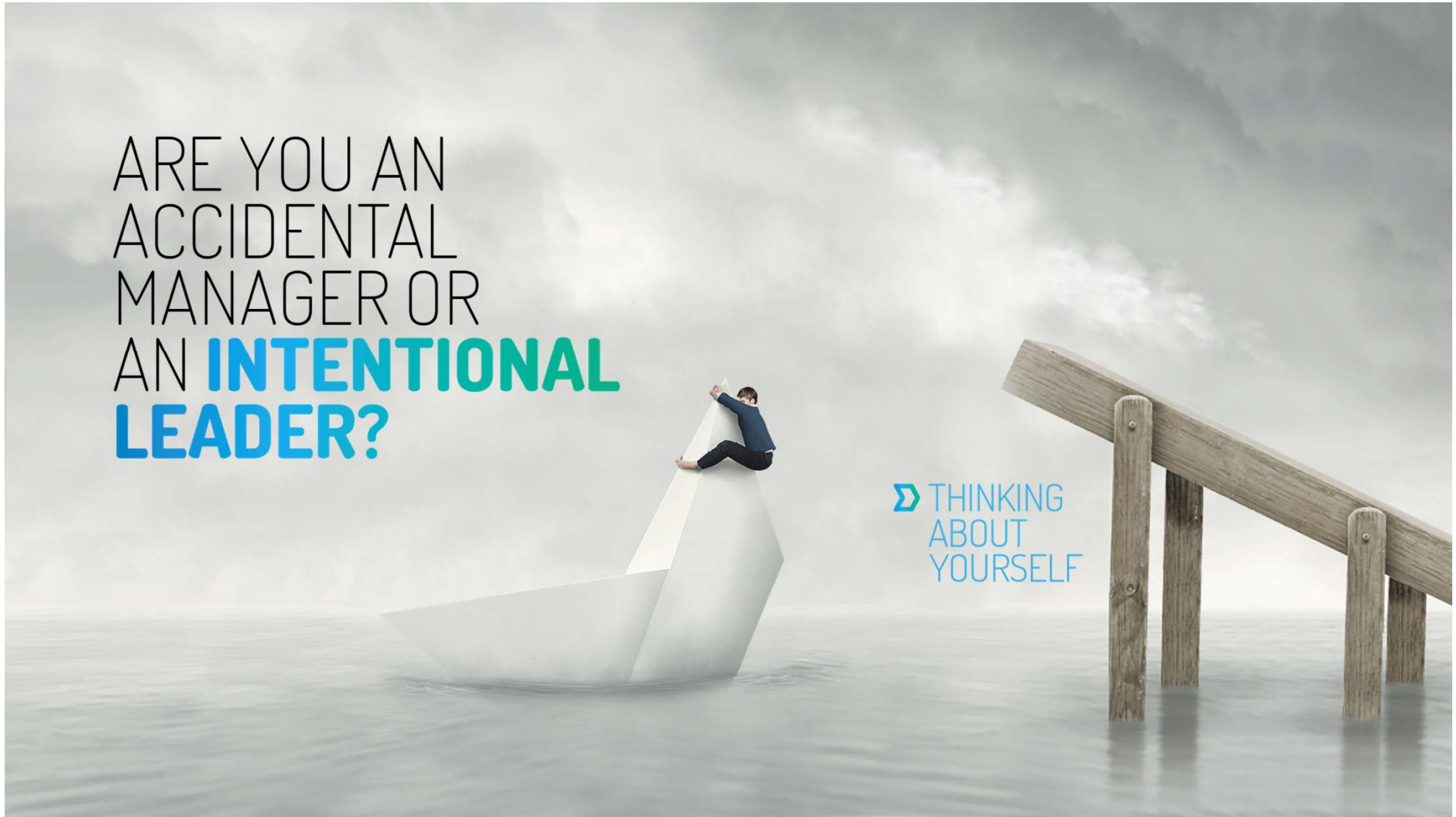
# CHARTERED MANAGER

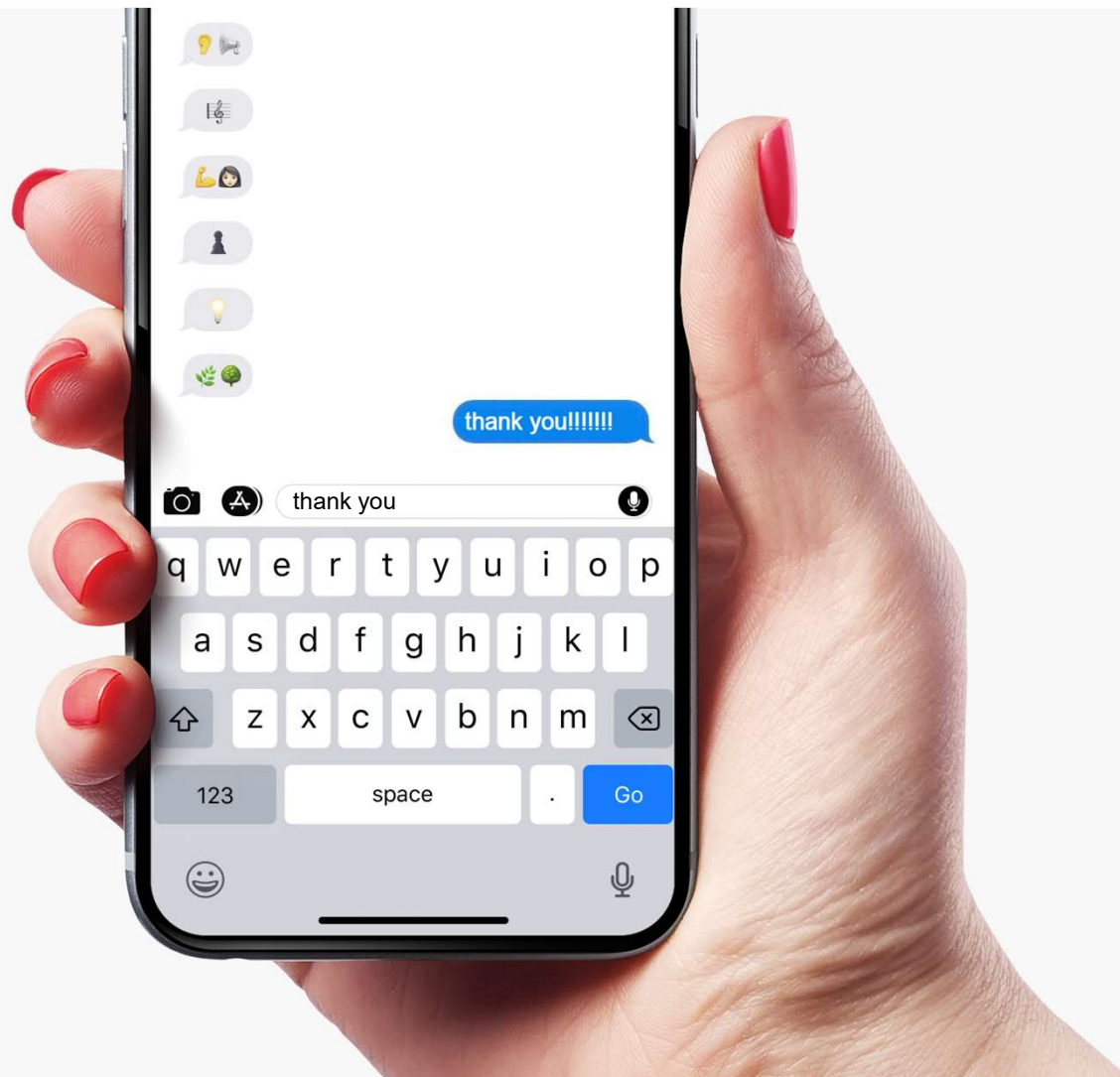
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▷ THINKING  
ABOUT  
YOURSELF





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GO  
AHEAD.

**MAKE  
THEIR DAY**