

High Performance Leadership Development

Fast track Leadership Development

Self Awareness and *Insight* into Success Factors are essential steps towards Leadership Effectiveness. The Pario online leadership course provides a framework for developing the practical leadership skills linked to high performance. The course starts with a 30 minute self-assessment questionnaire.

The initial self-assessment leads to a series of leadership skills coaching modules, tailored to the individual, automatically delivered over a period of 3 - 4 months. These can be supported by face-to-face coaching and/or workshops. The course offers highly focused development that takes account of current patterns of work behaviour. It can also be adapted to meet organizational requirements.

The content is cutting edge and backed by the latest research. Each module covers an important aspect of leadership behaviour, which is linked to practical activities. For example, '*Organizational Awareness*' includes a short interpretation of current behaviour, which is related to a practical follow-up activity. The modules are delivered as pdf files and can include dynamic links to other resources / video etc.

Organizations can run an initial Pilot Study:

- assess the content and consider the briefing materials and positioning that will be required
- decide if you want to adapt or add to the core modules (these are 'extra cost' options)
- adjust the delivery schedule for the modules (each timed as + X days after the initial questionnaire)
- decide on coaching support sessions or workshops. We recommend "*Pario Accredited*" facilitators
- evaluate the option / benefit of a follow-up 360 to strengthen management of role relationships

The Pario 360 allows specific questions to be directed to different groups of respondent, stream-lining the feedback process and highlighting the most critical performance-related issues.

Practical Applications

The leadership course can, for example, support a fast paced induction programme for managers moving into a new role (or just joining an organization). This could lead to a full 360 degree feedback review after six months. Alternatively, it may support existing leadership development programmes.

The course identifies success factors linked to learning agility and authentic leadership, highlighting the *practical leadership skills* that help employees develop *psychological resilience*. This contributes to individual well-being, but also encourages personal initiative and discretionary effort. The programme also highlights the *people management skills* required to motivate others and offers insight into potential *derailers* that can be avoided through increased Self Awareness and Self Regulation.

Clients have access to the *Pario Control Panel* and can easily set-up and manage the leadership course. The system simply requires the manager's name and email address: the rest is automated. You also have the option to design your own 360 questionnaires and reports. There is no cost for this service*
We simply charge on the basis of reports that are generated.

More information can be found at <http://www.pario-innovations.com>

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* terms and conditions apply

