

High Impact Leadership[®] for Graduates through Mid-Level Engineers



Breaking Out of the Comfort Zone

“Culture Eats Strategy for Breakfast” *Peter Drucker*

Elevating Individual & Team Performance

The **High Impact Leader Program®** is designed to immediately and significantly impact the working performance of young & mid-level professionals & engineers, increasing their effectiveness & contribution to their project teams & organizations success.

The Comfort Zone within Project Environments

In many project organizations, graduates through mid-level professionals, whether they are engineers, quantity surveyors, architects or other building & construction professionals, often take years to develop the confidence, skills and capacity to:

- Tackle critical project issues
- Generate effective communication up the chain
- Develop collaborative relationships internally & within their client systems and
- Provide leadership from within the grade level they currently sit.

Even seasoned managers, when faced with aggressive targets & demanding clients can find it intimidating to step outside their comfort zone & generate the honest conversations that resolve project difficulties, realize productivity gains & bring projects back on line.

From recent survey’s conducted by Ernst & Young, the Society of Petroleum Engineers, the IPA & the Offshore Technology Conference, it is noted that:

- 63% of Capital projects post FID are facing schedule delays, and
- 65% are facing cost overruns.
- Of these projects, 65% of failures were due to **softer aspects** of people, mindset, culture, communication and governance.

Participants will leave the High Impact Leader Program® generating:

Real confidence to step outside the limitations of their comfort zone

The translation of complaints into committed & effective action

Effective & transparent communication flow up, down & across the project delivery chain

Greater confidence interacting with clients around delivery issues

Greater reliability with commitments & deliverables

New effective behaviours while retiring counter-productive work practices

The shift from a “wait & see” mode to a “generate & initiate” mode

The ability to target & deliver hard productivity gains

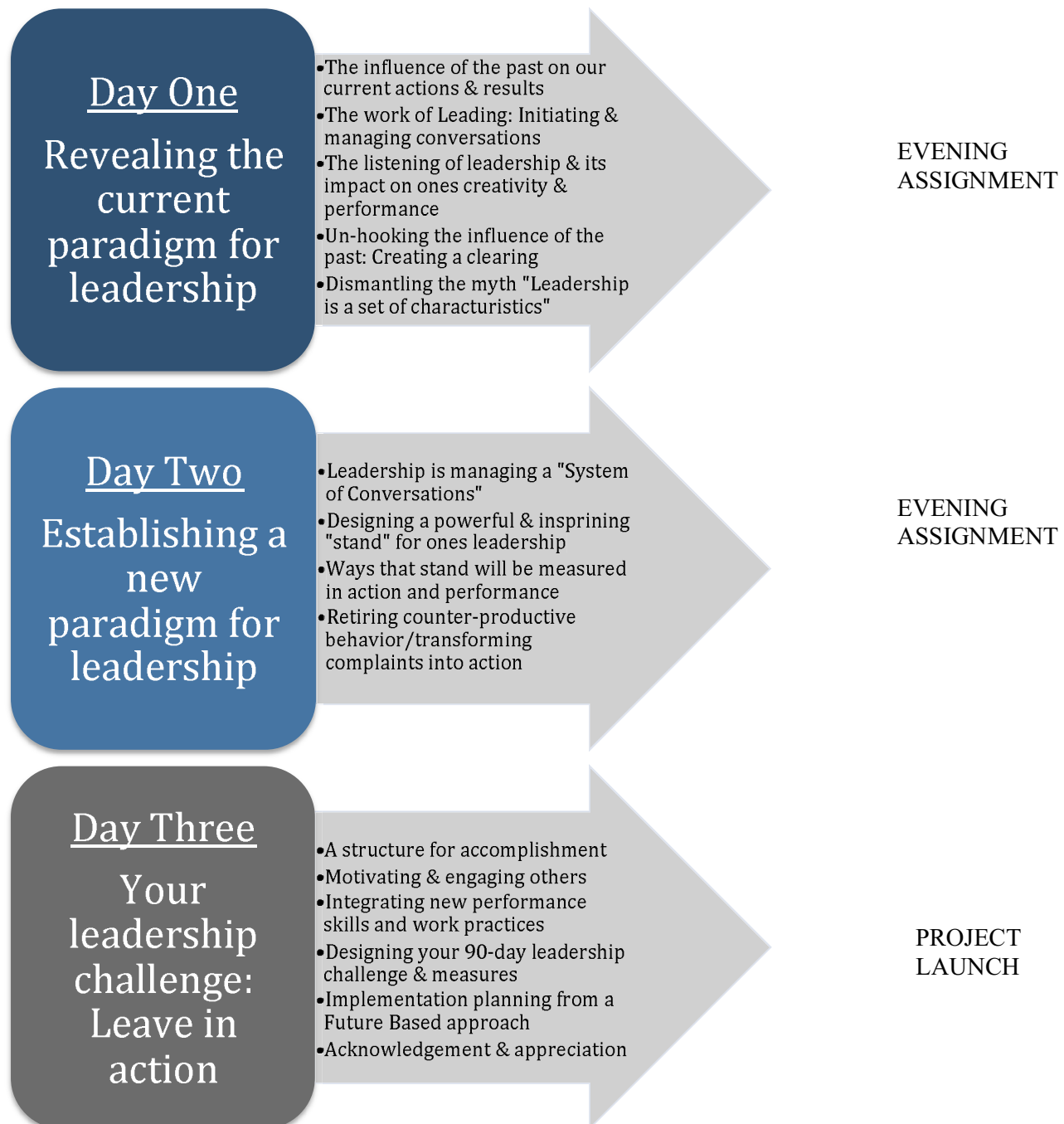
High Impact Projects

outstanding collaborative project performance

“To make Andrew a financial success, behavior was identified as the essential partner for technology; the twin building blocks which if brought together could be capable of producing extraordinary industry results”

John Martin – BP Andrew Development Manager

Approach and Core Methodology



High Impact Projects

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High Impact Projects spent 3-days working with our board. Their enthusiasm and hard work generated some surprising & extremely positive outcomes & helped us generate a plan for change. HIP are particularly skilled at helping to address the more difficult issues. Following this session they have shown an unusual level of dedication and commitment to our organization. I have no hesitation recommending HIP to any business, which wants to embark on a programme of transformation.

Ian Rogers: Arup Legal Counsel UKMEA

Each participant will formulate, launch and engage in a 90-120-day leadership challenge project that is in line with a corporate/project objective or imperative. This personal project will serve as the laboratory for integrating the new performance skills.

The participant's leadership challenge project will be designed to:

- Achieve a significant advance on or acceleration of key metrics
- Remove and resolve a significant obstacle or barrier
- Deal powerfully with complexity e.g. involves the engagement and alignment of others
- Have a numeric business value i.e. effect must be measurable
- Requires the participants to exercise leadership from their current position to achieve the results

STRUCTURE OF PROGRAM ACTIVITIES

I. Assessment and Orientation

High Impact Projects will conduct confidential, one-on-one design and preparatory meetings with each participant of approximately 60-minutes in length, four weeks prior to the residential working session. This interview is catalytic and targets key leadership gaps for each professional.

II. Residential Program Session

2 & ½ day intensive breakthrough performance work session. All participants will select a Leadership Challenge Project and will have assignments to complete prior to the follow up coaching sessions as the opportunity for direct application and the achievement of improved results.

III. Coaching for Implementation

Each professional will receive a 60-minute, bi-weekly coaching session each month for the following 3-months. These sessions are designed to coach the professional to apply the learnings and skills from the intensive, identify and resolve impediments with speed and achieve a visible leap in their performance and projects.

TO INQUIRE ABOUT THIS CUSTOM PROGRAM PLEASE CONTACT:

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