

High **Impact** Leaders® Program for Emerging Leaders



Accelerating the Development of Emerging Leaders

“You can’t transform a group structure without having the leadership go through some sort of transformation”

Richard Barren

Elevating Individual & Project Leadership

The **High Impact Leaders® Program** is designed to immediately & positively impact the performance of executives, functional heads, development leaders & project managers. This program provides state of the art leadership & performance skills to:

- Increase ones leadership “in action”
- Initiate performance & results that go beyond what is predictable
- Improve your own and others effectiveness & contribution to your projects and organizations success.

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
- 70+% 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 Leaders® Program generating:

The ability to motivate & inspire others to take on greater accomplishment

New effectiveness in resolving obstacles & difficulty with agility

Alignment & commitment for initiatives that involve multi-cultural groups

The translation of complaints into effective and committed actions

Authentic ownership for stretch targets & performance gains

A new maturity in their relationship to themselves, their role, and their teams

Increased levels of collaboration across functions & disciplines

The ability to target and deliver on hard productivity gains

“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

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 leadership 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 leader will receive a 60-minute, bi-weekly coaching session each month for the following 3-months. These six sessions are designed to coach the leader 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.

Leadership **Challenge** Projects

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 leadership 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 participant to exercise leadership from their current position to achieve the results

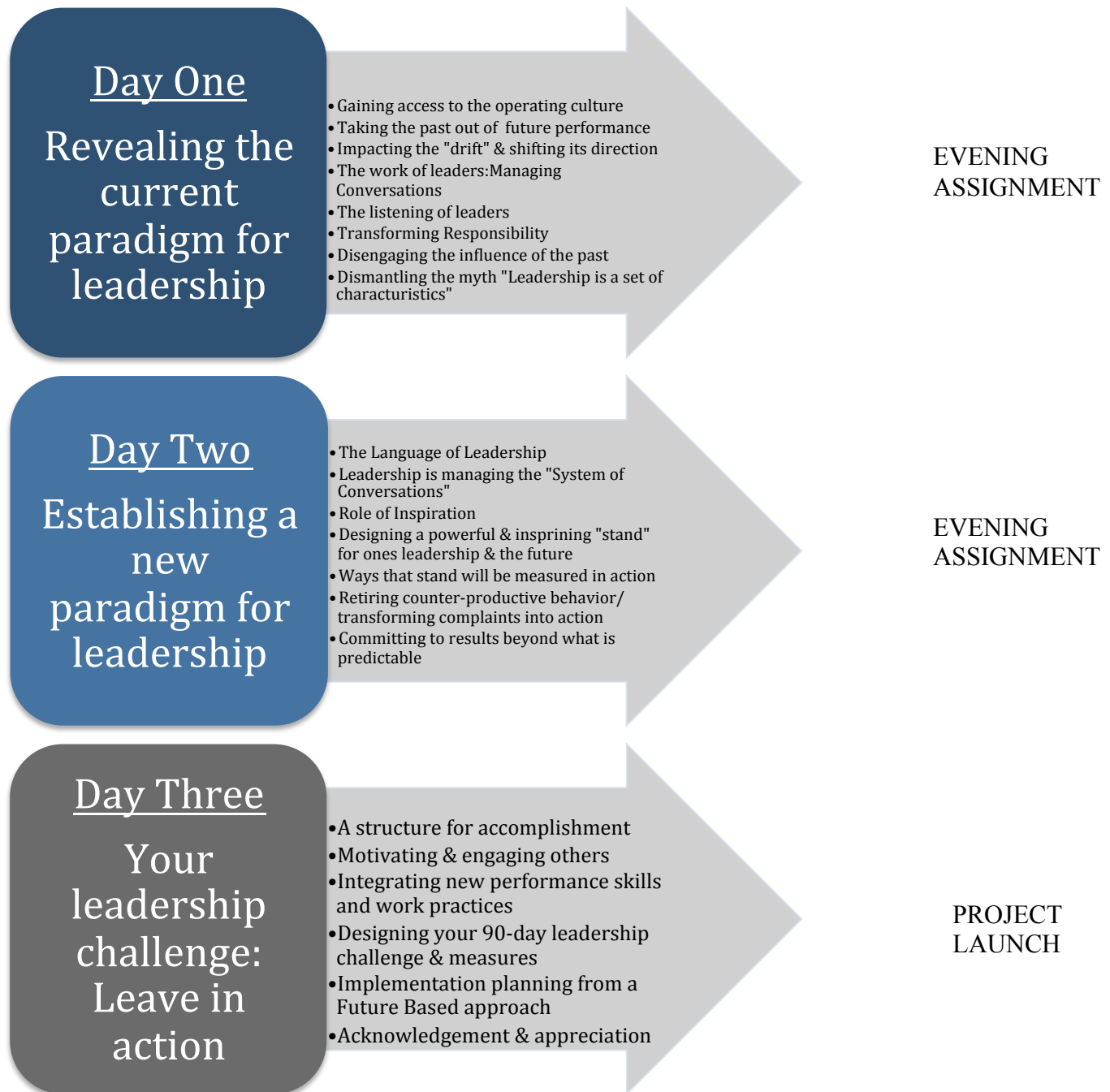
High Impact Projects spent 3-days working with our board. Their enthusiasm and hard work generated some surprising & extremely positive outcomes & helped us generate a plan for change. HIP are particularly skilled at helping to address the more difficult issues. Following this session they have shown 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

High Impact Projects

outstanding collaborative project performance

Approach and Core Methodology



TO INQUIRE ABOUT THIS CUSTOM PROGRAM PLEASE CONTACT:

Craig@highimpactprojects.com

www.highimpactprojects.com