

Are you looking for a program that
actually leads to '**on-the-ground**' change?

leadership development
that turns *Knowing* into *Doing*



Discovery in Action® is an innovative approach to leadership development for people managers that blends:

- **Action learning** where participants are the subject of their own research and take responsibility for their choices
- A **workplace based, real world perspective** where everyday issues provide the context and drive the personal journey for each person
- An **extended learning period** with sustained support that encourages a continuous cycle of reflection + action + feedback
- **Peer groups** which accelerate the development process and provide a rich learning environment through listening, challenging, supporting and mentoring

"Doing it within your own organisation adds another dimension to it. The theory is fine but when you're doing it with real people and real problems, I noticed a real strengthening of relationships and I think the organisation is significantly stronger."

Mark Engeman

Deputy Managing Director + Corporation Secretary, Treasury Corporation of Victoria

- A **guided process of self-discovery** which creates self-awareness of participants beliefs and behaviours and encourages the development of their own leadership model specific to their situation

Discovery in Action® moves beyond merely improving knowledge about leadership by bridging the gap between leadership theory and practice. This ensures that participants turn their knowledge into action and achieve actual results.



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Key Benefits of the Program:

Helps people **step up into leadership** through a journey of self-discovery which allows them to define their personal leadership style and transforms them into leaders with clarity and confidence

"One of the key things for me was defining a model of leadership that brings out the best in people and then reframing that at a very personal level -this was something that I could own and which I found very useful."

Leigh Bernoth

Manager - Litter, Sustainability Victoria

Embeds accountability in people managers with an emphasis on learning from experience and feedback so that they understand and take responsibility for their choices and the impact of their behaviour on their team's performance

"I have really got back to basics. I make the phone calls and congratulate people for doing a good job. Those little things that can fall off the radar, I am putting back because they are important to people."

Ellisa Bourne

Community Education Coordinator (Southern Metropolitan Region), Country Fire Authority

Encourages leaders to be true to themselves and **develop an authentic voice** that enables positive relationships built on trust and leads to greater organisational stability. Remember, people join organisations but they leave bosses!

"It's one of the very few programs that really ensures that people remain true to themselves and because of that they have greater authenticity."

Judy Utley

General Manager, Treasury Corporation of Victoria

Discovery in Action®

guides people managers to embed real behaviour change which ignites team engagement and encourages everyone to reach their potential. The ultimate goal of the program is to have a positive impact on organisational culture and performance through more effective leadership.



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The **Discovery in Action**[®] program encourages leaders to reflect, test and learn over a period of time with the assistance of a skilled facilitator and the support of a peer group. Participants will explore:

- When do people perform at their best?
- What do I have to do to get my team to perform at their best?
- How well am I doing those things?
- What actions do I need to undertake to improve the performance of my team?
- What are the results of my actions?

"We have seen Discovery in Action as being the heart of our broader 12 month program and it has been described by many participants as the most important part of the program and the thing they got the most out of."

Chris Corrigan

Group Manager, Capability + Culture, People + Culture Branch
Department of Environment + Primary Industries

Like to know more?

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"We have seen a significant improvement in the cohesion and productivity of teams working with the managers that have completed DIA's program."

Manager of Organisational Development, Local Government

Discovery in Action[®] works effectively as a stand-alone program with an emphasis on leadership practice in the workplace or as part of a broader, long term leadership development strategy.



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