



Leadership Circles

Pilot Offer for People + Culture community (OD/HR/L&D)

For many of our clients a key issue is finding ways to help leaders, particularly those who come from technical backgrounds, to create a positive work climate for their teams to flourish. If you are interested in experiencing, first-hand, a program that *improves the day-to-day people leadership practices and behaviours of people leaders* then you may be interested in participating in our first *Discovery in Action® (Leadership Circles)* 'public' program – positioned for the People and Culture community.

What is the offer?

We are looking to create a pilot 'Public Program', run remotely over Zoom, made up of a small group (5-6) of OD/HR/L&D Managers from different organisations, each with direct people leadership responsibility (3+ direct reports). The pilot is intended to provide an opportunity for individuals to personally invest in their own leadership development, learning alongside a network of professional peers. It also offers an opportunity to test and experience this leader development approach and determine whether it has broader application inside your own organisation. We are seeking to run this special pilot program in the **second half of 2021**, and have the pilot participants and dates confirmed by end May 2021.

What is the program?

The proposed pilot is our *Discovery in Action® (Leadership Circles)* program. We have run (and refined) this program over 10 years for a group of loyal clients, reimagining it again in 2020 to enable it to be run entirely online over Zoom. We have had **over 700 people leaders** participate in the program with extremely favourable results, and the remote delivery model has highlighted even more benefits. A copy of the program overview and participant insights are attached and more information can be found at www.discoveryinaction.com.au.

Why are we making this offer?

We have a strong belief in this program and the positive impact it has on both the leaders participating and their teams. Having now had the experience of virtual delivery, it opens up some exciting possibilities to reach more people. We have typically run these programs for cohorts of 20 – 60 people, which is often a significant organisational commitment. Hence the offer of a 'pilot' for only 5-6 people leaders enables participants to personally experience the program, benefit from peer learning and build new networks within their professional community, as well as imagine how this program might work to build a stronger leadership capability with *people leaders from your own organisation*.

What is the cost of the pilot?

As a trial 'public program' we are offering this at a reduced rate. We are offering the pilot program for an upfront fee of \$900 + GST per participant (the normal price is \$1,800 + GST per participant).

Who should participate?

It is important that those participating have a role with people leadership responsibility – so this might be you, a colleague or a direct report; ideally a manager, supervisor or team leader with anywhere between 3 – 50 direct reports. The ideal participants will be open to learning, prepared to put effort into the process, be willing to learn with colleagues; and have had the choice to participate. The program will go over 5 - 6 months with a **kick-off in July 2021**.

Contact: paul.eyres@eyresandassociates.com.au (0413 021 209) or melanie.eyres@eyresandassociates.com.au (0413 485 350) if you'd like to discuss this further. Click [here](#) for detailed pilot information.