

Driving success with heart

Heartstyles leadership development programs



Heartstyles leadership development

At Heartstyles we offer a three-year progressive journey for all leadership teams.

Our programs are not moment-in-time experiences which are quickly forgotten. They recognize the impact of more time, space, and opportunity for experiences to live and develop as part of sustained transformation – for each individual and their team.

This brochure provides you with information about all three Heartstyles leadership development programs, how they build from each other, and what they achieve at each stage.



The journey starts

Our foundational program, Leading With Heart, is all about you. It is an entry-level experience for all people and is the starting point of a transformational experience with Heartstyles. Participation on the later Heartstyles leadership programs presupposes that Leading With Heart has been completed first.

Leading With Heart is all about connecting with your heart, and understanding how your heart – and its life and experiences – contributes to how you show up both at work and at home.

Through Leading With Heart you understand what truly effective behaviors look like and where they come from; you develop the strength of character needed to select those behaviors more often; you see how your unique strengths align to the wider goals of your organization; and you begin to multiply your influence by helping those around you.



A three-year leadership journey



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Year 1 – Leaders Advance

Leaders Advance is all about taking the deep 'connection with heart' from Leading with Heart and advancing it into **leading and managing others to enable breakthrough results**. It does for the team what Leading With Heart achieves for the individual.

Leaders Advance revisits the core Heartstyles ideas and develops them further. It educates leaders on the core, tangible skills needed in business, and on the need for choosing behaviors that sit Above the Line in order to influence others. It explores all through a Heartstyles behavior lens. Examples of both leadership and management content on the program include:

- Decision making
- Delegation and situational leadership
- Giving feedback
- Managing effective conflict
- Personality preferences
- Time management
- Diversity and inclusion
- Content and topics are bespoke, based on your needs.



A three-year leadership journey

Year 2 – Peaks

Peaks is the next stage in the journey. It is an experience like no other. It removes individuals from the rush of day-to-day operations and takes them back to nature.

Peaks is a spacious experience, which includes classroom exploration and discussion, 1:1 executive coaching, outdoor experiential activity, and deep internal reflection through journaling. Here, we dive deeply into character and character-based leadership, and help you test and push your own boundaries.

Leaders returning from Peaks invariably have a fresh outlook and an injection of wisdom about how they will expand their leadership; they bring and set a clear direction for their team and their own career path moving forwards.



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Year 3 – Big Leap Forward

The Big Leap Forward program is **all about your legacy** as a leader. It is no surprise that Big Leap Forward has an exceptional group of previous participants who have moved into the most senior executive leadership roles; each has insightful and inspiring leadership stories.

Big Leap Forward is a 9-month journey combining stages of virtual group and 1:1 introductions, 6 days of face-to-face interaction (including outdoor experiential activities), deep reflection throughout, and a 6-month executive coaching journey which includes our feedforward process. This experience also includes the ongoing involvement of 3 key internal faculty members.



A three-year leadership journey



Leaders Advance

Peaks

Big Leap Forward

Duration:

3 Days

5 days + 3 x follow-up coaching sessions

9 months incl. 6 days + 8 x executive coaching sessions

Heartstyles Indicator type:

6 Pack Remeasure(s)

9+Pack

9+Pack

Facilitators:

1 x Heartstyles Advanced Associate per 10 pax

2 x Heartstyles Executive Associate per 10 pax

2 x Heartstyles Executive Associate per 10 pax

Audience:

Lx-x (Front line leaders)

L12-14 (Director)

L14+ (Executive)





Contact us at enquiries@heartstyles.com

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