

# IMPACT

Influencing, Mastering Power, Authority, Control, Tactics

## A Program for Emotionally Intelligent Leaders

Presented by Bespoke Results in collaboration with Creative Cognition

### Overview

We live in complex and demanding times, and demands for leaders in organisations to be skilled and respond have never been greater.

Organisations are complex social and political systems. Optimising their performance requires a sophisticated set of skills to effectively manage the emotional and social processes that impact on group and organisational performance.

In this highly experiential workshop you will be provided with deep insights into what makes organisations and groups tick. We will examine the cultural and systemic factors that either support or have the potential to derail your organisation's ability to deliver on its strategic objectives.

Through a series of interactive sessions participants will come to understand how these factors can, in subtle but potent ways, impact on organisational performance including:

- The powerful impact of emotions on decision-making and performance
- Ways structures and systems influence behaviour
- The importance of the leader / follower relationships
- The dynamics of power and influence
- The influence of anxiety and how to effectively work with strong, negative emotions
- The pitfalls of power – Hubris Syndrome
- Essential practices to influence sustainable change

Participants will identify and commit to applying these insights to effect real improvements in the functioning of their own organisation or work unit.

Follow up support and coaching is included as part of the package to assist participants in gaining traction in the workplace for the learnings gained in the workshop.

### Facilitators

Our specialist consultants with expertise in leadership and the human dimensions of organisational functioning and effectiveness. They have consulted to a range of public sector organisations and trained and coached senior managers to deal effectively with the complexities of managing people.

### Who Should Attend

Managers who have responsibility for the performance of an organisation or work unit, and have a real interest in the human side of work, will benefit from participation in this unique workshop.

### Next Program

Tuesday 25 October 2011, 9.00am to 5.00pm

### Venue

Airlie Conference Centre  
260 Domain Road, South Yarra  
(limited free on-site parking)

### Program Fees

\$600 inc. GST, meals and refreshments, materials and a complimentary coaching session

### Registration & Enquiries

Register online [here](#)

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Developing Leaders, Developing Organisations