



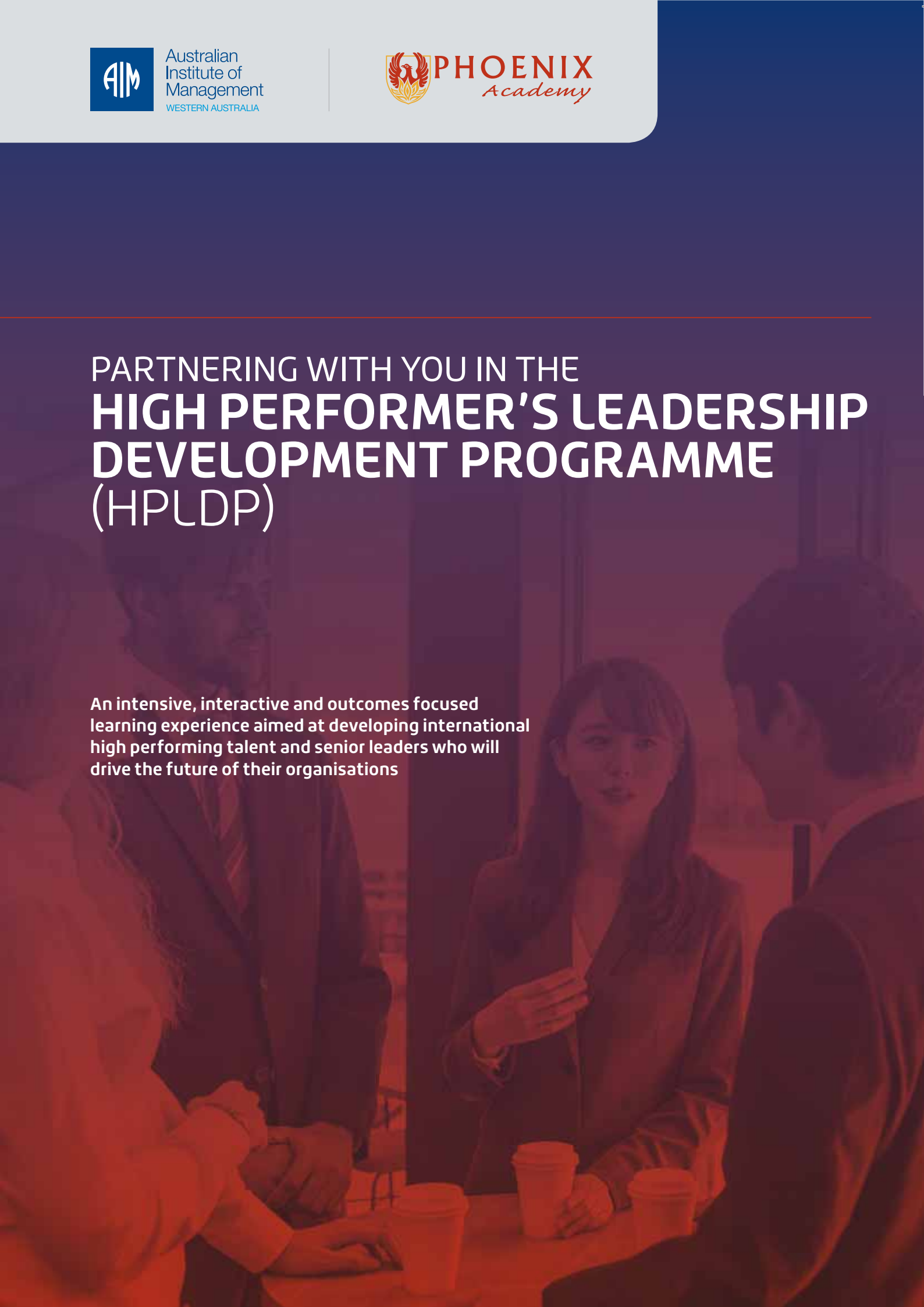
Australian  
Institute of  
Management  
WESTERN AUSTRALIA



PHOENIX  
*Academy*

# PARTNERING WITH YOU IN THE HIGH PERFORMER'S LEADERSHIP DEVELOPMENT PROGRAMME (HPLDP)

An intensive, interactive and outcomes focused learning experience aimed at developing international high performing talent and senior leaders who will drive the future of their organisations



# HIGH PERFORMER'S LEADERSHIP DEVELOPMENT PROGRAMME (HPLDP)

“More than a programme, the HPLDP is a journey into discovering a high performer’s different facets, underpinned by self-accountability to fully realise the potential of each facet.”

*Director, AIM WA International*

## Programme Overview

Many leaders achieve senior roles without the skills required to lead effectively and grow the next line of leaders. The HPLDP is a dynamic and impactful learning and development experience for high performing managers identified by their organisations to become senior leaders in the next 4-6 years.

“This course has been an excellent investment in terms of time and cost.”

*Vice President, HSBC Bank*

This engaging and challenging programme, run over a series of three modules, aims to prepare leaders with the skills and knowledge to inspire and guide themselves and others for organisational change, growth and success.

## Why the AIM WA HPLDP?

- Positions high performers to sharpen their edge with compelling leadership skills and attributes for their next senior level role
- Equips high performers with tools to internalise and execute a values-driven approach that leads to agile, robust and sustainable teams and organisations
- Reinforces self-accountability for in-depth learning and self-transformation
- Led by Practitioner-Facilitators who are passionate about developing holistic leaders at work, home and the community
- The programme is highly acclaimed by past ‘high performers’ who have since achieved their pinnacle.

## HPLDP Programme Overview and Content:

### STAGE ONE: LEADING THE BUSINESS

4 Days

Local Country or Perth, Australia

- Understanding the importance of vision, mission and values as strategic building steps
- Leading with a strategic focus
- Start with ‘why?’
- Strategic Formulation – Using strategic tools, frameworks for optimal results
- Taking a Long View – the power of scenario’s in strategic formulation
- Successful strategic execution – How do we get there?
- Leading and managing change
- Managing for results: Setting expectations and behaviours for high performance

Cultural and Free Time Activities  
between Stage One and Stage Two

### STAGE TWO: LEADING OTHERS AND YOURSELF

4 Days

Local Country or Perth, Australia

- Leading vs Managing and the leadership challenge
- Leadership in context – leading with vision, values and culture
- Why should anyone be led by you?
- Coaching for business results
- The Importance of emotionally aware leadership
- Managing conflict: conflict styles and strategies
- Leading and managing high performance teams
- HPLDP programme review and personal development plans

"An interesting and insightful programme from strategic to leadership execution"

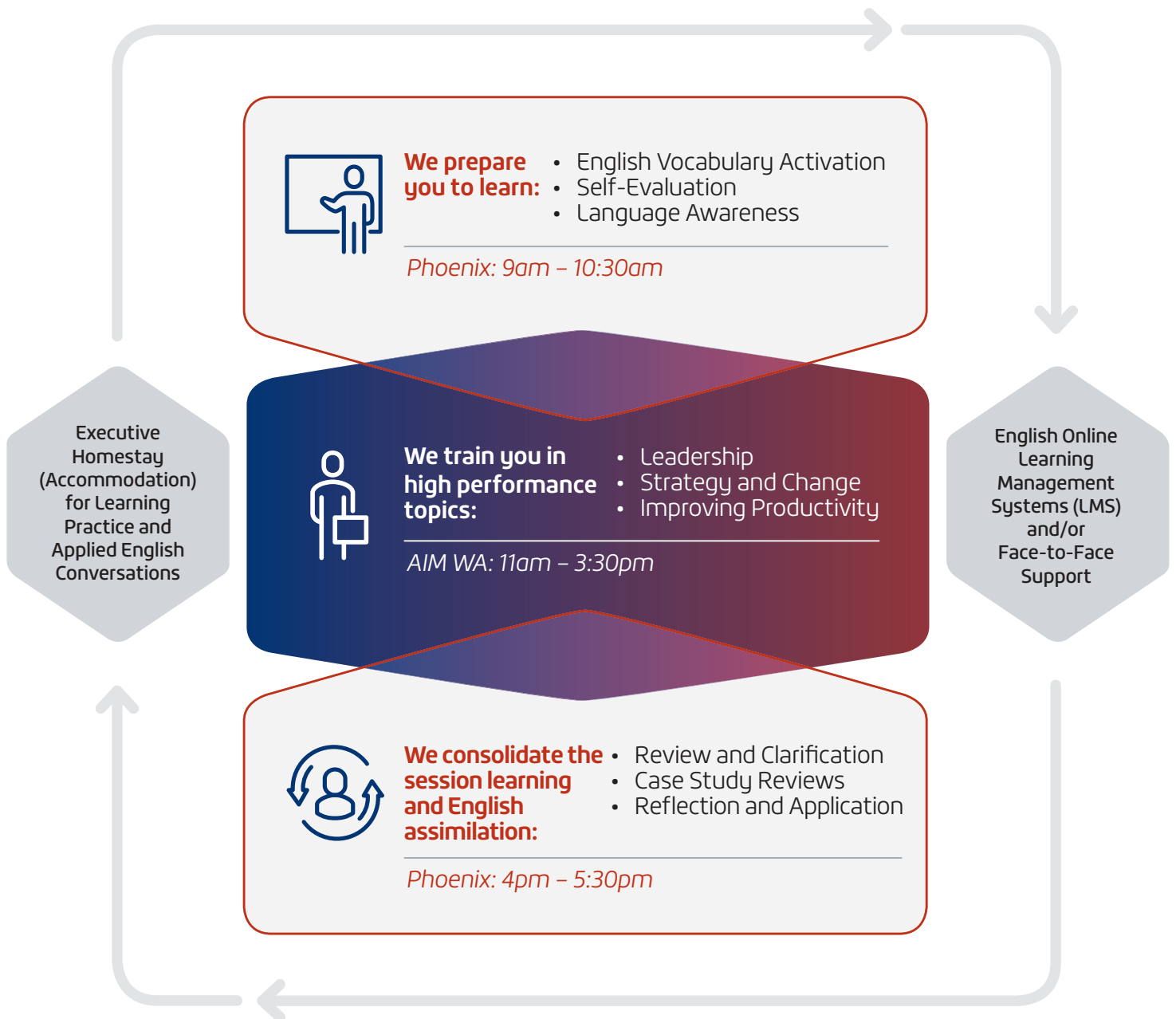
Head of Brokerage, ACE Insurance Limited, Singapore

### Our Value Proposition to You

Internationalisation has become a key strategic objective of organisations especially in locations where English is a Second Language. Concurrently successful and sustainable organisations have recognised the need for leadership capability-building to underpin functional and technical excellence to ensure high performance and productivity.

AIM WA and Phoenix Academy have joined their proven capabilities and created the 'High Performance Programmes in Leadership and Business Communication' - a unique programme that can be held in your own country or in Perth, Australia to proactively assist organisations with achieving these strategic objectives.

## THE 'WRAP' MODEL



## WHY PERTH, WESTERN AUSTRALIA?

Perth is a safe, vibrant, modern city situated on the southwestern coast of Australia. As the capital of the prosperous state of Western Australia, the city plays host to many of the world's foremost companies and industries including resources, medical, engineering and science.

It is also a hub of practical learning, with several leading universities and training institutions headquartered within the city.

As Australia's true gateway to Asia, Perth offers the perfect combination of academic rigour, practical competency and business know-how, and a global perspective to provide truly impactful experiences for any visitor.



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