



# Leadership at the speed of light productions

As a leader, there may be times when you wish all your leaders operated with the same exemplary level of skill and confidence no matter what their area of responsibility. Do you ever dream you could almost 'clone' your best people, so that the performance of all your leaders is consistently close to the performance of your best?

**pattillo has a brand new offering that does just that.**





We invite you to create real

*This is a bespoke, intelligent, and intense learning experience, designed to transform how your leaders perform focused on your greatest leadership challenge:*

- *identify your organisation's greatest leadership challenge and identify the talented leaders in your organisation who have already met this challenge*
- *develop your leaders to meet your leadership challenge with consistence and confidence*
- *transfer learning from this environment into your leaders' everyday leadership performance.*

## So how does it work?

### The Challenge

We will work with you to identify the most significant leadership challenge for your organisation, so crucial to your success that you need to address it now. We will also ask you to identify leaders in your organisation (don't be modest, it can be you) to work with us to discover how the best of your people tackle this challenge to deliver the performance you expect. This bold new form of talent profiling enables you to understand the previously hidden talents of your top performers and teach that across the board to your leaders. At the end of this phase we will be able to present you with:

- A clear statement of your greatest leadership challenge
- A specification of how your best people meet the challenge; and
- Your talented people identified and recognised, with a new and clear sense of what it is they do that works. (That's the cloning part.)

The distillation of success in your organisation means that the focus on performance of your leaders won't simply be based on theory, but will be based on your reality.

### The Intensive

This 30 hour high impact learning environment is designed to build your leaders' capacity to meet your greatest leadership challenge. **The Intensive** is designed around the experience of your organisation's greatest leadership challenge and will look and feel as real as this morning. High impact because:

- The learning scenarios are drawn from the reality of your organisation
- Your leaders get to learn with the people they know
- The experience is fast paced, demanding and designed to stretch even the good performer
- The learners are supported to develop and self correct using the feedback of skilled commentators and coaches during **The Intensive**.

# momentum for leadership growth in your organisation

## Here's how we make the learning come to life

Each learning team is given a series of complex case studies based on your leadership challenge. Throughout the day, curve balls and other imperatives arrive while your leaders are immersed in their tasks.

To help them secure their learning and self correct throughout the day, critical people play important roles during **The Intensive**:

- **Commentators** – Your best people provide feedback on the performance of leaders during **The Intensive**. The commentators are drawn from your organisation so that people who are skilled in the current leadership challenge get recognised and learn by helping others to learn.
- **Coaches** – Who assist individual teams with problem solving and staying on course throughout the learning experience. Coaches can be from your organisation and also from pattillo.
- **Actors** – Who bring to life the leadership tasks and ensure that **The Intensive** is experienced by your leaders as real, pressured, and compulsive.
- **Facilitator** – From pattillo, who orchestrates the entire learning experience.

## The Lock

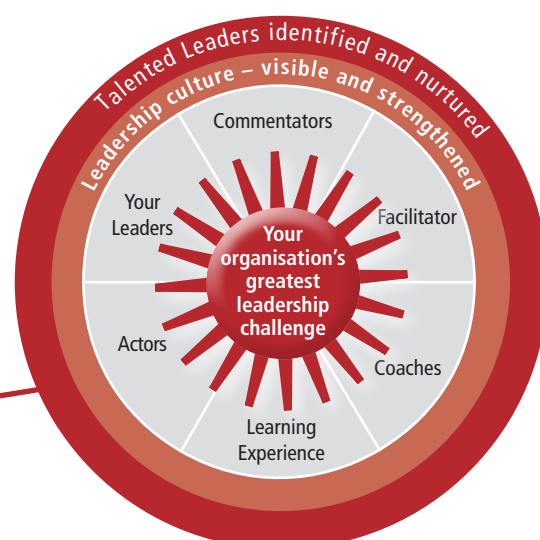
### Linking your leaders' learning to their everyday performance

While the learning from **The Intensive** is still fresh for your leaders, before they become distracted by emails, telephone calls and meetings, we ask your leaders to lock in their learning and reflect on what they did, what they saw, and what they learned. Using their own reflections, and the support and insights from the Commentators and the Coaches, the leaders identify how they will act to integrate these new learnings into their future leadership and performance.

## Why we design the learning in this way

*When we say we want to talk about your greatest leadership challenge it's because we know you haven't got a year or three to fix this challenge. You are seeking immediate significant improvements in the performance of all your leaders on this challenge. A series of workshops to chip away at the challenge will never be enough to get the shift you want. We know this, and we offer you instead real momentum for change.*

*That's because change is not just about practical skills, it is also about culture. Having a critical mass of your leaders in the same room learning together, experimenting together, and reflecting together, impacts on skills and on culture. It creates a tipping point so that a critical mass of your people becomes imbued with your recipe for 'this is how we do things here'.*





Leadership at the Speed of Light Productions gives you **new insights** and levers to **radically transform performance** on your **greatest leadership challenge**.

### Here's what we will deliver

1. Clear specification of your greatest leadership challenge
2. Critical and detailed understanding and application of how those people who already perform well on your leadership challenge behave so that you can replicate their performance
3. A learning experience designed especially for your organisation
4. Tools for your leaders to apply their new leadership skills back in everyday life
5. Identification of up-and-coming leaders who performed outrageously well in unexpected ways throughout the learning experience and tantalized you with their talent.

### The key leader of our offering is Brenda Ratcliff.

While she is too modest to say so, she has an award winning track record with one of New Zealand's largest organisations doing exactly this.

In 2010, Brenda's talent identification project won an IPANZ Award for its focus on nurturing talent at all levels in New Zealand's largest government agency. In 2011 she won again with her stunning leadership of a high pressured learning experience where leaders get to try on the Chief Executive role and see if it fits. Her own leadership experience includes senior roles in both large government and community organisations, with a particular focus on strategy and multi-stakeholder engagement.



### A final word, if we may...

The greatest leadership challenge deserves the greatest attention. Organisations who understand this become stronger and faster, shedding old limiting beliefs and practices as they move confidently forward to claim their futures. We want the best for you, and that is why we offer you this learning opportunity.

Contact **pattillo**

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