



stellar
leadership group

Better leaders delivering better outcomes

Developing Leaders

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WHAT DOES DEVELOPING LEADERS MEAN?

Developing leaders is a multifaceted process that involves nurturing individuals to reach their full potential so they can guide and inspire others. It includes providing mentoring, training, and opportunities for growth to cultivate the necessary skills and attributes for effective leadership.



From fostering strong communication and decision-making abilities to promoting empathy and innovation, developing leaders is about supporting individuals to lead with integrity, vision, and resilience. It is a journey of continuous learning and self-discovery, shaping individuals into impactful leaders who can inspire positive change and drive success in their organisations and communities.

WHY IS IT IMPORTANT?

Leadership development is crucial for several reasons. Leaders play a key role in guiding and inspiring others towards common goals, driving innovation and advancement in companies, and creating a positive work environment.

By prioritising leadership development, businesses can cultivate a talented pool of individuals prepared to tackle challenges, make strategic decisions, and drive success.

Additionally, effective leaders can mentor and empower team members, leading to increased engagement, productivity, and job satisfaction. Ultimately, developing leaders is vital for building a resilient, flexible, and high-performing organisation that can thrive in a constantly changing business landscape.

“ If your actions inspire others to dream more, learn more, do more and become more, you are a leader. ”

John Quincy Adams

WHY DEVELOP LEADERS?

In today's fast-paced and ever-changing world, effective leadership is more important than ever. Leaders who encourage their teams to grow and succeed are not only creating a positive work environment but also driving innovation and achieving success.

Here are nine reasons to develop leaders;

1 - Identify potential leaders: Recognise individuals who are exhibiting traits like empathy, passion, and commitment, and understand that leadership qualities can manifest uniquely; not everyone will or should lead like you.

2 - Mentorship matters: Lead by example, sharing your personal leadership experiences and soliciting their perspective on effective leadership qualities, which will guide and motivate them.

3 - Soft skills spotlight: Highlight the importance of what are sometimes called "soft skills" such as emotional intelligence and motivating others, aiding them in developing and implementing action plans to enhance these skills.

4 - Reflect and grow: Stress the significance of regular reflection on successes and challenges, fostering a habit of self-improvement and solution-oriented thinking.

5 - Explore career aspirations: Engage in discussions about career goals to tailor developmental assignments that challenge and nurture leadership growth.

6 - Cultivate networking skills: Facilitate opportunities for networking to enhance interpersonal skills and confidence in social interactions.

7 - Diverse developmental opportunities: Offer a range of leadership experiences to broaden skill sets and expose individuals to new challenges.

8 - Accessibility and support: Maintain an open-door policy, fostering an environment where individuals feel supported and encouraged to seek guidance and feedback.

9 - Encourage continuous learning: Encourage ongoing learning for leaders to stay relevant and adaptable in a changing world.

Using these 9 reasons, organisations can effectively nurture the growth of their leaders, ensuring long-term success and sustainability.

WHAT ROLE DO WE PLAY?

Stellar Leadership Group is dedicated to assisting you to nurture and encourage your emerging and current leaders to be better; and to excel as exceptional leaders in their respective fields.

We have a wealth of experience and a track record of success as leaders (it is important we understand how hard and rewarding leadership can be in the real world, we haven't just studied the subject, we have been there, done that!).

This means we can be realistic with what can be achieved and ambitious for you and your people. We are committed to providing high-quality leadership development programs tailored to your specific needs. In fact our strap line is Better Leaders Delivering Better Outcomes, we know this is true and we support you achieve this.

“ The most dangerous leadership myth is that leaders are born
- that there is a genetic factor to leadership.
This myth asserts that people simply either have certain
charismatic qualities or not.
That's nonsense; in fact, the opposite is true.
Leaders are made rather than born. ”

Warren Bennis

Our leadership development interventions are aimed at individuals at every stage of their career journey. Whether you are an aspiring leader looking to refine your skills or an experienced executive seeking to enhance your strategies, we provide a diverse array of programs customised to address each participant's specific requirements.

At the heart of our programs is a commitment to diversity, equity, and inclusion. We believe that by nurturing a diverse range of leaders and perspectives, we can create more innovative and sustainable organisations for the future.

Join us as we strive to cultivate the next generation of exceptional leaders.

WHAT DO WE PROVIDE?

Our content and approach is flexible and customisable to your needs and we have several core programs which give you a good base to get to know our expertise.

Leadership lunches

We offer one-hour sessions in a series of six or eight covering Leading Self, Leading Others, Leading Teams, and Leading Delivery. We introduce a simple theory, tell a story of the theory in practice, lead a discussion, and offer useful takeaway tips to use straight away. This is a cost-effective way to discuss thorny leadership issues.

Management basics

We offer more detailed training on some of the key concepts covered above. The most popular are “Mastering Delegation”, “Mastering Bold Conversations” and “Mastering Team Dynamics”.

Mastering delivery

We offer a two-day development program for anyone who wants to upgrade their delivery or presentation skills. Tips and techniques for engagement and participation, including online, with plenty of time to practice.

Mastering facilitation

We offer a three-day development program for anyone who plans and delivers meetings, workshops, and training events. We cover the whole process from first thoughts to outcomes and making sure that actions get delivered, in a highly experiential program.

FLAG

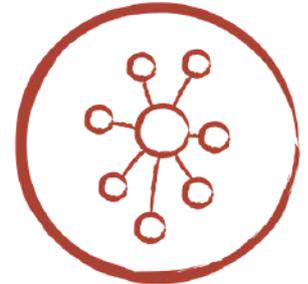
Our Female Leadership and Growth program is aimed at women and those stepping up to be allies of women in the workplace. We offer webinars, mentoring, and speaking sessions at events aimed at supporting the development of women at any level in the workplace.

Our Specialisms

COACHING TEAMS

Using the STELLAR MODEL® to diagnose the health and maturity of your team. From that baseline, you'll test new ways of working, tools, and techniques you can implement straight away to improve your processes and relationships. Our aim is for you to notice, name, and act on our interventions to improve. We run workshops, away days, retreats, supporting strategic thinking and accountable implementation underpinned by productive team relationships.

You kept us accountable, helped us to connect and gave us a pathway forward and a way to navigate. It was the first time the team actually stopped and listened to each other.



COACHING LEADERS

Coaching individual leaders face to face, over the phone, or on any virtual platform. We have several highly qualified and experienced coaches and coach supervisors, and we also use our experience to mentor leaders through change and turbulence.

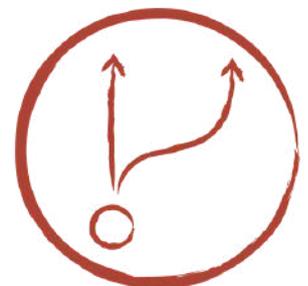
I really enjoyed the sessions and went home exhausted and challenged after each one. It's been very thought provoking and has created some space for me to reflect on what is important to me, what I'm aligned to and where I'm really looking to be.



DELIVERING OUTCOMES

We support boards and senior teams to plan for the future, enabling accountable delivery of strategic goals. We run strategic planning workshops, and support organisations to design and implement delivery goals by enabling delegation, expectation setting, and accountability across the organisation.

"When renewing our 5-year plan, Stellar Leadership Group were critical in not limiting our thinking to historical practice."



DEVELOPING LEADERS

We run a range of leadership programs and stand-alone master classes in leadership topics for all levels in organisations. We have a specific program of events for female leaders under our FLAG program (Female Leadership & Growth).

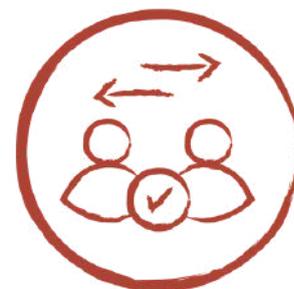
Huge thanks to you for helping us mature as an organisation with a designed leadership development program, it has been an excellent development initiative and we will see the benefits in the future.



RESOLVING CONFLICT

We have lots of experience in helping co-workers resolve conflict. Whether it is interpersonal, professional or issues-based problems, our simple and effective method, based on well-evidenced and researched theories has a very high sustainable success rate.

"The team come in and help you talk, and really listen to each other, then find ways to communicate well as professionals."



Why work with us?

We are a bit different. We help you see the problems and the solutions AND we get stuff done and make sure it works before we leave. We understand that you know what needs to be done, we help you get it done, and share our skills.

We want you to be able to sustain what we put in place, and we put effort into transfer skills as we work, making your investment sustainable for the future.

[Click HERE to find out more about our work and our future events and publications](#)



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