

# **SAFE AND EFFECTIVE LEADERSHIP PROGRAM**

**LEADING IN THE MODERN WORLD OF WORK**

For New, Technical Leaders, Middle Managers, Senior Leaders



**TANYA@TANYAHEANEYVOOGT.COM**

# LEADING IN THE MODERN WORLD OF WORK

To create mentally healthy and high performing workplaces we need to equip leaders with the appropriate skills and knowledge to lead safely and effectively in the modern world of work.

Modern workplaces are experiencing unprecedented challenges and demands. They are multi-generational, change saturated, with high work and compliance demands and often under resourced and fatigued teams. Teams work in silos and struggle to truly collaborate across functional areas.

This, combined with a stronger focus on psychological health and safety across Australian workplaces, makes safe and effective leadership critical.

Safe and effective leaders lead with a focus on **people and outcomes** because they understand that the two are interrelated.

We need to build this capability in people leaders to ensure the sustainability of organisations, to maximise the psychological wellbeing of employees, and to attract *and retain* a future workforce.

My **Safe and Effective Leaders program** does just that.



# WHAT YOU WILL LEARN

This program provides **workplace skill and knowledge development** for contemporary leaders through a range of core modules such as:



The six traits of safe and effective leaders



Psychological safety introduction and advanced modules



Psychological safety team survey and action plan development



Leading successful workplace change modules



Self-care for leaders module and toolkit



Common psychosocial hazards at work and the leaders role

Plus, 4 x additional workplace selected modules relevant to the challenges in your workplace and the depth and breadth of experience in the leadership team.

# WHAT YOU WILL LEARN

The program also ensures personal growth as leaders develop:

- A deeper understanding of themselves through validated psychometric instruments and 1:1 coaching
- Awareness of their individual and team strengths and blind spots
- A self-led action plan to ensure their style and approach meets the four needs of followers
- A rich understanding of team dynamics
- Deep knowledge of the concept of psychological safety and its relationship to safety and effectiveness
- The common psychosocial hazards contributing to unsafe levels of work-related stress, and how to proactively monitor and mitigate these.

# WHO IS IT FOR?

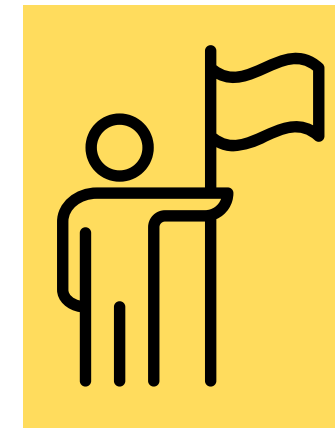
This program is designed for people leaders at all levels. To ensure the appropriate contextualisation of the training group, leaders should be grouped into the following categories when considering this program for your workplace.



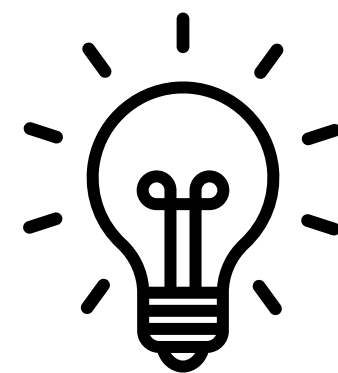
**NEW LEADERS**



**MIDDLE MANAGES AND  
TECHNICAL MANAGERS**



**SENIOR LEADERS**



*If you wish to blend your audience  
please reach out to chat with Tanya in  
the first instance.*

# PROGRAM INFORMATION

## DURATION

This transformational workplace-based program is delivered over 12 months.

## STRUCTURE

Programs are designed to meet the workplace needs and operational requirements and can be structured as half or full day sessions.

## OPTIONS

An **Executive Bridging program** is also available to ensure the Executive Team are provided with skills development in the relevant areas and will hold shared language with their reports. This is particularly important for psychological safety and workplace change modules.

## PRICING & ROI

This is a high touch point transformational program with extensive support provided on a 1:1 and group basis.

This program encompasses pre, progress and post program assessments to measure individual and overall group progress and ensure return on investment.

This includes team psychological safety progress surveys with dashboard reporting that demonstrates behavioural shifts from program interventions further confirming the return on investment.

**Fees:** A specific quotation will be provided based on the structure and size of your program.

As an example, however, for a group of 14 middle managers across a 12-month program the overall fee equated to roughly \$4200 per participant + GST.



# ABOUT TANYA

Tanya is a mentally healthy workplaces specialist, experienced change facilitator and leadership and workplace coach, with more than 25+ years' experience.

She is a Prosci Certified Change Practitioner, a Certified Trainer and Coach in The 4 Stages of Psychological Safety and an International Coach Federation Associate Certified Coach (ICFACC). Tanya also holds the position of Lead - Mentally Healthy Workplaces portfolio for the Australian Transformation and Turnaround Association (AusTTA) an organisation committed to building transformational leadership capabilities nationally and beyond.

## On This Program

Tanya has delivered this program for the past two years witnessing tangible results in individuals and team connectedness, safety and performance. CEOs and Boards are delighted with the outcomes and Executives report "hearing a new language" being spoken in the halls as a result of the program.

"Of course," Tanya says, "you get out what you put in. The best results have been achieved where the Executive actively support participation, create shared language, walk the talk, and enable their leaders to have dedicated time away from the demands of their roles. It's so enormously satisfying to see the growth and equip Leaders with the skills to lead safely - bringing out everybody's best - as well as effectively and realising the two are interrelated."



**MBA, Dip Mgt, Dip Coaching, CIV TAE, ICFACC**

# WHAT PARTICIPANTS SAY

1

"It's been very beneficial on a personal level as much as work related.

I feel I have grown as a leader and feel more confident in my role."

2

"The program so far has been informative, engaging and very beneficial, not only from a Team building perspective but also to have been able to test and try the leanings and resources in my day-to-day work practice."

3

"Personally, the program has provided us with a safe and respectful space and platform where we can connect, grow, and learn from one another. A 'necessity' we did not really have before.

Additionally, it is really great to see that new initiatives are emerging in response to our Psychological Safety Program."

4

"As the leadership program has progressed, I now have the ability to look at things differently in relation to my role, what I can and can't control and how to ensure I am not only looking after my own mental health, but that of my staff and fellow team members."



# WHAT PARTICIPANTS SAY

5

"Look forward to the training each month and the new ideas it brings which of course improves my creativity and positivity and also helps me 'dial down' other aspects when necessary."

6

"So far, I am really enjoying the program and I can feel a change and improvement within myself. Thanks a lot for your support!"

7

"Have really enjoyed working with the group."

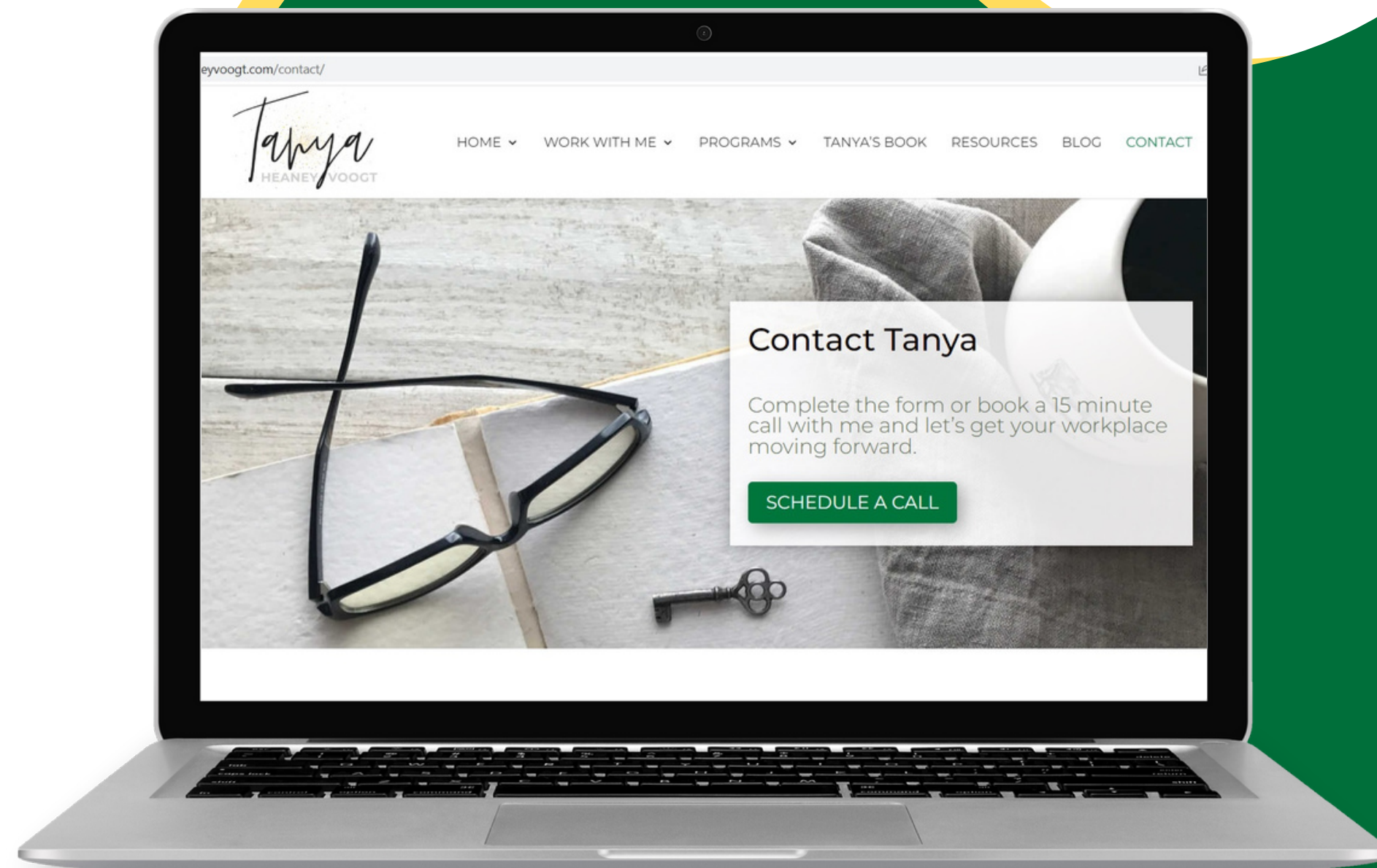
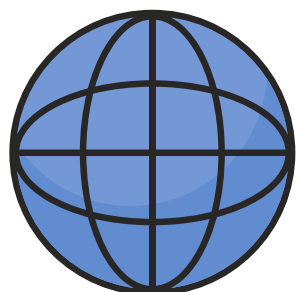
8

"I have never doubted my ability in my role but my ability and confidence to engage in not so comfortable conversations has soared and would recommend this course highly."

# IS THIS PROGRAM RIGHT FOR YOUR LEADERS?

**BOOK IN A CHAT**

**0438 513 929**  
**TANYA@TANYAHEANEYVOOGT.COM**



**TANYA@TANYAHEANEYVOOGT.COM**