



CONSULTING SERVICES

The Highly Effective Leadership Team

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Traditionally leadership training has focused on individual leaders and how to make them better leaders. While this provides a form of personal development, our ProActive ReSolutions leadership training program takes a holistic approach by focusing on the LEADERSHIP TEAM. This focus is about how the individuals within the team interact to ensure people communicate well and champion the interests of the organisation at all times.

Our Strategic Approach

The Highly Effective Leadership program focuses on the reality of team dynamics and interactions. It introduces the organization's leadership team to the five key elements (Personal Responsibility, Trust, Engagement, Conflict Management, Attention to Overall Organizational Goals) required to be an effective leadership team and the four communication styles that enable those elements to be present, both within the leadership team and more widely in the workplace.

Our Methodology

The Highly Effective Leadership Team is a robust, interactive session that focuses on establishing a common framework of communication, behaviour and expectations within the Leadership team.

Establishing Principles, Practices and Tools

The first step works on establishing a common framework of understanding between leaders and the tools that ensure everyone is approaching problems and challenges within that common framework.

Creating the Right Mindset

With a clear understanding of the Principles, Practices and Tools, our consultants then work with the leadership

team to create the right mindset required to have successful interactions and behaviours. What's important in these discussions is understanding and avoiding the trap of the Victim, Villain and Hero roles so often used as explanatory frameworks.

Building Team Dynamics and Committing To Action

The Highly Effective Leadership Team is focused on building team dynamics and gaining commitment to action by engaging in behaviours related to personal responsibility, understanding different communication styles and understanding the five key elements of team dynamics.

Additional on-going coaching support is available as part of an annual support package.

About ProActive ReSolutions

As pioneers and leaders in Building Respectful Workplaces, ProActive ReSolutions has been providing consulting and training solutions to global clients across multiple verticals since 2000.

ProActive Resolutions' consulting and training solutions are structured around standardized, evidence-based research. It is this core foundation that allows us to develop and customize consulting and training solutions to meet the needs of our global clients irrespective of their vertical and location.

Our integrated solutions philosophy allows us to develop and customize our consulting and training solutions around 3 key strategies:

- **PREVENTING** disrespectful workplace behaviours,
- **REPAIRING** relationships damaged by disrespectful behaviours and
- **PROTECTING** those at risk of violence in the home, workplace and community.

60K+ People Trained Globally and Counting.