



The Ian Parker International Leadership Mentoring Programme

Introduction to Leadership

- The Importance of Leadership
- Early experiences with Leadership
- How to Get the Most out of this Programme
- How to Accelerate Your Learning And Get Results Faster

1. What is Leadership?

- Why Leadership is so Important
- Why the McDonald Brothers failed to franchise McDonalds
- Why entrepreneurs and pioneers often fail
- Why Leadership is not the Same as Management
- A case study of exceptional leaders
- What do all exceptional leaders have in common
- 20 Characteristics of all Top Leaders
- Why Leadership is not based on Rank or Title
- It's not the Position that Makes The Leader; It's the Leader that Makes the Position
- Why Leadership is About True Leverage through People
- Why it Starts with Self-Leadership
- The Responsibilities of Leadership

2. Why Leadership Starts With Us

- How will you measure your future success as a leader
- 7 Steps to create your own better future as an effective leader
- Why set goals?
- Time Management for effective leadership
- How to achieve optimum productivity
- How to turn your time into money
- How to plan ahead and avoid last minute stress
- How to eliminate time wasters
- How to avoid interruptions
- How to leverage themselves through delegation

How To Set and Achieve Your Personal and Professional Goals And Treasure Map Your Future

- How to put the power of goal setting behind your Leadership careers.

Ian Parker International

Suite 3503 4 Marina Promenade, Paradise Point. Queensland. 4216. Australia
Tel: +61 418 635120 Web: www.ianparkerinternational.com.au email: ian@ianparker.com.au



- Why having the “how to skills” is not enough for success in Leadership today.
- Why all top Leaders have a clear picture of where they are going, when they intend to arrive and why they want to be there.
- How to develop your own Peak Performance System based on continual Goal Setting and Daily Action Planning
- How to break down your annual income and sales goals into monthly, weekly, daily, hourly goals and activity plans that will make you **absolutely unstoppable**
- How to use the “Law of Concentration”
- How to cope with adversity and temporary set backs
- How to respond creatively to disappointment or rejection
- How to stay on purpose all of the time
- Personal Presentation

How To Balance Your Life To Achieve Success In All Areas

Focusing only on the achievement of professional goals can create catastrophic results in other vital areas of one's life including your health and your relationships.

- The secrets to living a balanced life
- The 7 vital spokes to their “Wheel of Life” - Career, Family, Financial, Mental, Physical, Spiritual and Social
- The 8 steps to setting goals
- How to set goals with your family
- Why mastering these skills will reduce your stress and provide real enjoyment of their success.

3. Why a Team will Always be a Reflection of it's Leader

- Introduction to the 6 vital functions of Leadership
 - Hiring
 - Training
 - Coaching
 - Leading
 - Motivating
 - Managing
- Introduction to Hiring
- 12 Steps to attract and recruit top Managers and people
- Introduction to recruitment interviewing
- Effective interviewing strategies for leaders
- Labour Laws and Company Policies
- Developing a Leadership Style to Create a TOP GUN Team
- How to Lead, Motivate and Manage the Seven Most Common Types of Managers
- Why Should Your Team Follow You?

Ian Parker International

Suite 3503 4 Marina Promenade, Paradise Point. Queensland. 4216. Australia
Tel: +61 418 635120 Web: www.ianparkerinternational.com.au email: ian@ianparker.com.au

4. Recruiting an Exceptional Team

- Interview questions for new recruits
- First interview questions when hiring
- Why a Team Will Always Be a Reflection of The Leader
- How to Recruit and Keep a TOP GUN Team
- How to Attract Good People and Managers
- 12 Steps to Recruiting Good People and Managers
- Selection and Interview Strategies
- The Selection Process - How to Conduct an Effective Interview
- The Hiring Interview - How to Gain Commitment From a New Hire
- "Knock Outs" - Reasons not to Hire
- Starting New People and Managers

5. Training - Part 1

- Introduction To Training - We get the people we deserve through hiring and training
- The 7 different types of people we lead
- How to deal with the 7 different types of people we lead
- 10 steps to develop your people
- 10 Principles of great training
- Introducing Performance Standards to Create High Performing People
- The structure of Professional Training
- How to Structure Good Training and Become a Great Trainer

6. Training - Part 2

- Defining the Top 10 characteristics for creating high performers on your team
- The Winning Edge Strategy - Developing the top 10 characteristics for high performance with members of your team
- 10 key determinants of top performance
- Introduction to Coaching
- How to conduct effective team meetings
- How to conduct effective video conference team meetings

7. Coaching - People will be as good as we help them to be

- Introduction to Coaching
- How to run an effective coaching session
- How to discipline through a coaching session
- The Performance Review as a leadership tool
- De-Hiring poor performers

8. Leadership - How to be worth Following

- How to create a "100% Self Responsibility Culture" in your team
- Leadership on a new project
- Why trust is the foundation of leadership
- How to earn trust of your team members and managers
- The top 6 ways that leaders gain others' respect
- Tapping into your natural leadership ability
- Value adding to others
- Intuitive Leadership
- How leaders can connect with their people at heart level
- Creating your "Inner Circle" - Surround yourself with winners
- Why great leadership is about empowering others
- Dealing with the resistance to Change
- Why leaders are **Big Picture People** - Mission, Vision, Strategy
- How to lead from the front and be a great example to others
- Why momentum is the Leader's Responsibility
- How to get Buy-In from your Team
- How to gain commitment
- Why it's important to "Inspect what you Expect"

9. Motivating and Managing Your Team

- What motivates people
- How to find out what motivates each individual member of your Team
- How to use that motivation to bring out the best in each person
- Team motivation strategies
- The importance of meetings as a motivational tool
- What motivates your People and Managers
- How to motivate your People and Managers
- Leveraging through effectively managing people and processes
- The characteristics of Top People Managers
- The importance of accountability
- The "Un-Reasonable Friend System" as a team management strategy
- Why Leadership is so challenging
- Managing the sales process
- Key Strategies for Leadership Success
- Why Leadership is so important for team performance

10. How to Lead and Motivate Different Behavioural Styles

- Introduction to Behavioural Styles
- Understanding different Behavioural Styles
- How to deal with the different Behavioural Styles



11. Negotiating Strategies for Effective Leadership

- What negotiations do you get involved with?
- Why become a great negotiator?
- Structure and phases of a negotiation
- 10 strategies for effective negotiating
- 20 sources of power in every negotiation
- Ploys, Gambits and Dirty Tricks

12. End of Phase 1 Review

Ian Parker International Pty Ltd

Suite 3503 4 Marina Promenade, Paradise Point. Queensland. 4216. Australia
Tel: +61 418 635120 Web: www.ianparkerinternational.com.au email: ian@ianparker.com.au