

Family Business Leaders Program

Investing in your leaders makes good Family Business sense



Family Business
Australia



A **unique**, **world-leading**, and **transformational** program for **leaders** working within **Family Businesses** who are committed to developing their careers and helping their business thrive.

Be the future of your family business

Maximise your family business potential

You have the drive. You have the foundation. Now is the time to shine!

You want an opportunity to demonstrate to your family business leaders your ability to contribute to the growth and success of the business.

You want to build your reputation, professional standing and credibility as a leader both within the family business and the wider community.

You want to build working relationships with like-minded leaders who understand the importance of focusing on their own professional development to further their career.

You want to develop ideas, insights, knowledge and understanding of what it takes to make it in a family business, with an open mind to learn from the experience of others.

Who is it for?

The program is open to leaders at all levels (both family and non-family) who are committed to their own professional development as a cornerstone of furthering their career within the family business.

An experience to make a difference

Your business will benefit from the additional skills, experiences and tools that you will obtain to further drive the organisation, its management, the owners and ultimately the family to the next level of success.

This 4-month program brings together talented leaders through a combination of 3 x 2-day residential workshops, peer learning and work-based projects. This community of learners will be challenged and supported to demonstrate their ability to make a significant contribution to the family business.

Between each workshop, your contribution to the Family Business Leaders Program online community will help you reflect on your challenges – and help others with theirs – as we delve further into the development of leadership skills.

As you build your network amongst the leaders community, you will challenge yourself – and be challenged by your fellow participants – to master new leadership and strategic business planning skills. The program targets improved core knowledge, understanding, confidence, and your ability to make a positive contribution to the family business.



"It's given me better self-awareness of where I'm limiting myself in conversation with some of my team members to help them overcome obstacles... and the networking you get to do here is absolutely invaluable."

Nick Reid, General Manager, Reid Stockfeeds
2018 Family Business Leaders Program Participant

By fully engaging in this **program** you will:

- Build confidence in yourself
- Explore new leadership capability
- Position yourself as a stronger leader within the family business
- Develop skills to navigate challenges in an increasingly complex world
- Demonstrate your capability to make a significant contribution to the future of the family business
- Enhance your self-awareness and broaden your perspective on leadership

Program content:

Leadership

Leading Self

- Understanding mindset and how we make decisions
- Reactions to uncertainty and unpredictability
- What is leadership in the context of a family business?
- Separating leadership and authority
- Leadership and complexity / unpredictability
- Emotional response and gaining perspective
- Separating role and self

Leading Team

- Team effectiveness
- Change (and loss)
- Understanding and managing reactions to change
- Getting to the heart of what's going on, making multiple interpretations
- Principles of supportive communication
- Core skills of effective listening
- Coaching for performance

Leading the Organisation

- Taking a systems view of organisations
- Understanding values and culture in a family business context
- Who are your stakeholders?
- Tools and techniques for dealing with complex challenges
- Building resilience

Strategic business planning

Re-imagining 'here' to 'there'

- What is strategy and why do we need it?
- The current state – Understand the current organisational context and performance, the intent for change, the current risks and issues.
- The future state – Imagine and visualise a positive future. Vision, values and performance benchmarks that help set the point on the horizon including understanding and defining how success will be measured.

Getting from 'here' to 'there'

- Charting a course for the business
- What initiatives will move the business from 'here' to 'there' – What makes a 'good' initiative?
- How do you organise the business to ensure a successful implementation of the strategy?

Preparing the organisation to move from 'here' to 'there'

- Key organisational considerations when turning strategy into action
- Tracking, monitoring and reporting of progress

Program content:

Program projects

You will identify two projects which you will work on throughout the program: a Personal Leadership Challenge and a Strategic Business Plan.

These projects give you the opportunity to implement real life outcomes back into your family business.

Your personal leadership challenge

During the program orientation, you will identify your own Personal Leadership Challenge. This challenge represents real world 'case studies' of management and organisational problems or dilemmas you face.

Working with a group of your peers on the program, you will be guided through the process of exploring your challenge and applying the tools and concepts discussed in the program. You will explore alternative approaches and strengthen your capacity to respond more effectively.

Your strategic business plan

This program is about demonstrating your ability to contribute to the future development of the family business.

Your strategic business plan will enable you to have a material impact on the family business.

Once you have identified your strategy and determined your measures of success, you will be coached through turning your strategy into action.



"This program has changed the culture and future of our business. We've learnt to develop individually and collectively as a team. We'll gain from having the team attend the program, building the opportunity for change."

Kylie Ridding, Managing Director, SVSR Pty Ltd
2019 Family Business Leaders Program Participant

Places are strictly limited!

For program dates, locations and fees, go to www.familybusiness.org.au/leaders-program

Questions?

Contact Family Business Australia on **1800 249 357** or leaders@familybusiness.org.au



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