

## IMPACT

- Inspires the leader to lead at the right level
- Facilitates a free flow of qualified leaders to fill the leadership pipeline
- Creates an empowered and engaged organisation

## OVERVIEW

The step from accepting a leadership position to becoming a successful leader takes more than merely providing better leadership skills. It calls for a fundamental adjustment in mindset! Sirrah has developed intensive Leadership Transition Programmes® for each of the leadership levels leading others, leading leaders and functional leaders.

The programmes support leaders at various leadership levels in developing the appropriate work values, time application and skills. The generic programmes can easily be customised in order to capture specific organisations' desired leadership culture and existing HR tools.

The programmes are based on high impact learning principles integrating the participants' real life situation into the programmes. This is done to an extent where the participants often feel that being at the programme is like being at their job. Accordingly, the learning from the programmes can be applied instantly when the participant return to their jobs.





## INSPIRES THE LEADER TO LEAD AT THE RIGHT LEVEL

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Ask a leader of others or a leader of leaders to state four good reasons for having a twenty five percent bonus. Chances are that three out of four statements will relate to individual contributor work rather than to leadership achievements. And this is not a coincidence.

Many leaders experience their first promotion into a leadership role as a result of being capable individual contributors. However, the consequences are obvious. Since people tend to do what they are good at and what they are recognised for being good at, they will feel tempted to continue focusing their efforts at individual contributor work rather than at leadership work.

This challenge will only grow bigger if not addressed early in the leadership career. And mere skill-based leadership training will not help. It takes fundamental support in adapting to new work values and start recognising that as leaders they add value to the organisation through leadership achievements rather than just individual contributor work.

The Leadership Transition Programmes® inspire the leader to appreciate their role as a leader and the programmes motivate the leader to step into their role as leader and to lead at the right level.

## FACILITATES A FREE FLOW OF QUALIFIED LEADERS TO FILL THE LEADERSHIP PIPELINE

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It is a critical element for driving performance and engagement that people in the organisation know what is expected of them and get the required support to develop in that direction. The Leadership Transition Programmes® - often combined with a dual performance appraisal system - create transparency within the organisation with regards to how to be successful as leaders at different leadership levels.

Leadership is not simply leadership. Each leadership level is a distinct new position that calls for adjusted work values and time application combined with new skills.

Applied the right way in the organisation, the Leadership Transition Programmes® secure that leaders who have leaders reporting to them, focus on selecting leaders based on their leadership capabilities rather than only their functional capabilities AND they will focus on developing leaders as leaders in order to fill the leadership pipeline all the way from the bottom of the organisation to the top.

## CREATES AN EMPOWERED AND ENGAGED ORGANISATION

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A popular saying is that people join a company but they leave their leader. Around 75 % of employees in an organisation are individual contributors and thus report to leaders of others. The consequence is evident. The importance of having leaders at the leading others level who have truly transitioned into their leadership role is critical to the overall engagement in the organisation.

And who selects and develops the leaders of others? That would be the leaders of leaders. Accordingly, the leaders of leaders play a significant role in driving engagement by selecting leaders with good leadership potential and develop them in to capable leaders of others.

Applied the right way in the organisation the Leadership Transition Programmes® will secure that leaders start valuing getting results through others, rather than getting involved in everything themselves. The programmes will inspire the leader to overcome delegation blocks and truly delegate both responsibilities and authority.

