



Blended Leadership program

This leadership development program was designed to address the unique challenges faced by a geographically dispersed team operating in a high-stress environment.

The organisation sought to foster a performance-driven culture while enhancing leaders' emotional intelligence and relationship-building skills.

Key challenges included the need for virtual delivery, flexibility, practical focus, accountability, and community building.

Program Objectives

- Enhance leaders' self-awareness, empathy, and relationship-building skills.
- Align leadership development with the organisation's performance framework and competencies.
- Create a sense of belonging and camaraderie among leaders.
- Equip leaders with actionable strategies for improving their performance.
- Develop resources and materials for continued development and reinforcement.

Case study

Program Flow

- Launch Session
- **EQ-i 2.0 Profile** with debrief
- **Four self-paced online modules**, spread over 8 weeks, covering self-awareness, managing your emotional state, perspective taking and cohesive teams
- Each online module followed by:
 - **Facilitated group embedding session** for participants to share their experiences and talk through the concepts
 - **One on one coaching session** to allow leader to talk confidentially with a trained facilitator about their specific and unique circumstance so as to develop strategies to enhance their leadership



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