

# LEADERSHIP ON TOP PROGRAM



**Leaders & Searle**  
The future is leadership



*"Twenty years of working with the region's best companies and best business school has taught us that it is leadership which is needed and missing in many businesses and organisations if they are to succeed. And the solution may be sitting under your nose - develop and encourage the intrinsic leadership ability and passion that lies within your senior managers. The Leadership On Top Program is designed to do that. This program is the companion piece to our book "Leadership On Top: How Managers and Others Become Leaders" (see Homepage for the LOT book). Now that you have taken the time to visit us I invite you to check us out thoroughly. I am very confident of the effectiveness of the LOT and I would be very happy to trial a pilot program in your organisation. We also tender for development work when invited. Why don't you contact me to explore it?"*

*Richard Searle - 0407509261 richard@searleburke.com  
MPA (Harvard), BA (Hons) (Melbourne)*

### **What is the “Leadership On Top Program”?**

The Leadership On Top program (LOT) is senior leadership development conducted by Leaders & Searle Management Education Consultancy inside organisations to transform the effectiveness and fulfilment of leaders while delivering very practical business outcomes.

### **What are the Objectives of the Program?**

- To enable senior managers to connect to the essence of their own intrinsic leadership ability and passion.
- To advance the core work of leadership in modern organizations – the 3Cs of leadership work, namely, Change, Collaboration and Creativity.
- To deliver the leadership success which is most wanted and needed right now by businesses, organisations and communities – the type of leadership which succeeds at achieving our purposes, executing our strategies and delivering on our performance goals.

- To enable Senior Leaders to overcome the natural forces of entropy and to continue to grow as leaders.

### **Who is it for?**

- Senior Leaders with significant strategic and organisational responsibility.
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### **What are the Individual and Organisational Benefits?**

Strategic Leaders who can mobilise and influence folks to:

- work really well together and bring the best out of each other
- achieve common purposes
- deal with adaptive challenges and change
- make tough choices
- be creative about the future
- be successful and fulfilled

### **What is the Content of the Program?**

The Leadership On Top program brings together everything which we have learnt over the past decade from conducting leadership development with thousands of senior managers drawn from hundreds of great companies and organisations in Australia and the Asia Pacific Region. The underlying structure of the program follows the chapter design of our Guidebook called “Leadership On Top: How Managers and Others Become Leaders”, namely: 1) Leadership, Power and Authority; 2) Leadership, Dialogue and Learning; 3) Leadership and Self; 4) Leadership, Purpose and Values; 5) Leadership and Mindfulness; 6) Leadership and Emotions; 7) Leadership, Groups and Collaboration; 8) Leadership, Organisations and Performance; 9) Leadership, Strategy and Creativity, and; 10) Leadership, Change and Culture. Clients can mix and match topics to meet their needs and priorities.

The Content of the Program includes:

- Daily Individual and Group Reflection Sessions
- Daily Group-As-Case Reviews
- Large and Small Group Consultations over a current Workplace Leadership Opportunity/Challenge for each participant
- Exploration of theories and frameworks around the Nature of Leadership
- Introducing Leadership Insight Dialogue
- Symlog Group Leadership Feedback Instrument (more at [www.symlog.com](http://www.symlog.com) ) exploring typical organizational dynamics, optimal team and leadership performance and peer feedback from the workplace. One-on-one coaching.
- Futures Thinking, Creativity and Shaping the Future
- Identity and Leadership
- Personal Immunity to Change and How To Transform It
- Emotions and leadership
- Purpose and Values and Generating change
- Mindfulness and Group Leadership
- Culture and Organizational Change
- The Five Foci Framework for leadership work for the business and organization – the Change focus; the Collaboration Focus; the Strategy Focus; the Innovation Focus, and; the Opportunities and Challenges Focus.
- Changing Habits – the 3P Method
- Strategy into Action

(more details about the content and daily outlines can be provided on enquiry, and the content can be customised)

### **What is the Learning Method?**

The LOT uses our own exciting and innovative learning method called *Leadership Insight Dialogue* (hence our nickname the LID with the LOT). Our method has seven elements which are integrated into each session of the program. These are:

- Dialogue
- Group Dynamics
- Feedback
- New Ideas
- Reflection
- Mindfulness
- Personal Sharing

(more information on the *Leadership Insight Dialogue* method can be found at [www.searleburke.com](http://www.searleburke.com) )

### **What formats are there for the LOT?**

The Leadership On Top Program can be customised for different organisations and different needs, and for Executives, Senior Leaders or Middle Managers. Clients request a range of different program formats and lengths.

The two most popular formats for the program are:

- A five day program led by Richard Searle and with a range of specialist presenters and feedback givers.
- A modular format of 2 Days plus a 3 Day Leadership Intensive and a 1 Day Follow-Up, and led by Richard Searle with one feedback giver.

We also tender for specific development assignments by invitation.

### **Who are the Presenters for the ELP?**

Richard Searle is the lead Presenter for the Leadership On Top Program. Detailed information about Richard and other collaborators can be found at [www.searleburke.com](http://www.searleburke.com) . There are a range of specialist presenters and feedback givers who are available for the LOT.

Richard is Director of Management Education Consultancy Leaders & Searle. He is educated at Harvard University and has been a long time Program Director at Melbourne Business School Executive Education. Richard designed

and for ten years was lead Presenter for MBS-MTE's flagship senior leadership development program "Leading for Strategic Success". The LSS has been one of the most popular and successful open enrolment programs conducted by MBS. Richard has a reputation for being an exciting, challenging and inspiring teacher. He is also an expert negotiator, and he has conducted large scale leadership and change programs in major companies such as AXA Asia Pacific and Transurban, as well as consulting to a large variety of organisations. Richard has written extensively about leadership and has been published regularly in business magazines, and his book titled "Leadership on Top – How Managers and Others Become Leaders" is available at [www.searleburke.com/leadership-on-top/](http://www.searleburke.com/leadership-on-top/) . Previously, Richard has been a Consultant to the World Bank, been a Senior Ministerial Advisor to the Victorian Government and been an Industrial Relations Negotiator.

**How Do I Get More Information or Get the LOT Happening in My Organisation?**

Contact Richard Searle, Director of Leaders & Searle, [www.searleburke.com](http://www.searleburke.com) , richard@searleburke.com, Mob: 0407509261, P.O Box 7154, Brighton, 3186.

**Leadership on Top: Read the Book; Run the Program; Get the Impact**

RICHARD SEARLE

# LEADERSHIP ON TOP

How Managers and Others  
Become Leaders

