

EMERGING LEADERS

DEVELOPMENT PROGRAMME

MODULE 1: 29 & 30 JANUARY 2019

MODULE 2: 2 APRIL 2019

MODULE 3: 22 MAY 2019

WHERE: NEWPARK HOTEL, KILKENNY



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THE PROGRAMME

This new program developed by ASA in conjunction with HPC Global, is designed for ASA members based on feedback for enhanced CPD. Managers in the agricultural sector who are looking to develop critical leadership skills and behaviours will gain the most by participating in this training.

The programme includes three modules which will be completed over 4 days of instruction.

THE PROGRAMME IS MORE THAN CLASSROOM WORK

IT WILL ALSO INCLUDE:

- An up-front activity which includes line manager briefing and pre-programme self-assessment.
- **Activities to be completed between modules, to apply what was learned and to bring a real topic, issue or challenge to the next module.**
- Additional supports after the classroom e.g. articles, links, podcasts and video to support continued learning and help with the transfer of skills back to the workplace.
- **All participants will complete Insights Discovery; a self-awareness tool built to help people understand themselves, understand others and make the most of the relationships that affect them at work.**



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MODULE 1: THE ROLE OF A LEADER

- Knowing when it's necessary to lead and when it's necessary to manage
- Helping others understand how vision and purpose relate to their work
- Choosing an appropriate leadership style in a range of situations
- Using Insights Discovery to understand your behavioural preference and how to more effectively interact with others

MODULE 2: MANAGING PERFORMANCE

- Effectively give and take feedback
- Helping others see the connection between values and performance
- Apply techniques to recognize and motivate others
- Use a structured approach to deal with non-performance and under-performance

MODULE 3: PERSONAL EFFECTIVENESS

- Identify your current ineffective work habits and routines
- Identify what you should really be focusing your time on
- How to deal effectively with disturbances and distractions and how to delegate
- How to fence off time each day to focus on the most important activities

ABOUT HPC

HPC Global is a leader in developing programs focused on corporate leadership and management development. They work in Ireland, UK, Europe and the US, for a variety of clients across multiple industries. HPC believe in the endless capacity of individuals for self-improvement and development. They see personal development as critical to the progress of employees and an organisations.

HPC believes that existing and future talent can be identified, validated and engaged, leading to sustainable business growth. Being practical is the foundation of their approach, so HPC take the latest thinking in behavioural change, learning design & delivery and combine it with their team's experience to deliver programmes which achieve greater leadership skills. Programmes are reviewed and measured to ensure outcomes are achieved.

www.hpcglobal.ie

REGISTER NOW

Visit www.asaireland.ie/emergingleaders

The subsidized cost of registration is €800* and is due at time of registration.

- Registration is open to current ASA members.
- Participants must commit to attending all four days of instruction and to completing the tasks between sessions.
- Locations for Module 2 & 3 will be determined by the group based on participants' preferences during Module 1.
- Registration will be taken on a first come first served basis. The programme is expected to be extremely popular and should demand be sufficient, a second 2019 session will be added. This programme will run again in 2020 and 2021.
- Additional modules featuring additional topics may be added in the future which will be open to previous participants of the programme and will be charged on a per day basis.

*funding is provided by Macra Skillnet