

PARATUS TRAINING

Leadership Development Program



PARATUS
TRAINING
— *Prepare to Lead*



Introduction

The modern work environment has experienced notable changes. Organisations are facing increased competition, rapid technological advancements, and evolving consumer demands. As a result, the traditional methods of leadership and management training are no longer satisfactory for tackling the needs of the present operational landscape.

In answer to this challenge, Paratus Training has developed the Leadership Development Program. This program takes a blended and adaptable approach to leadership and management training, focusing on nurturing the capabilities of leaders.

The primary goal of the Leadership Development Program is to offer instruction to emerging and new leaders that empowers them to apply these knowledge and skills practically, rather than simply memorising them from a textbook.

Paratus Training introduces a novel approach to blended leadership training by initially conducting a 4-day interactive classroom workshop.

This is supported by engaging eLearning modules that not only reinforce the learning objectives but also furnish extra resources to effectively incorporate the newly acquired leadership techniques.

The training maintains a constant emphasis on the learners, aiding them in crafting their unique 'leadership brand'.

Drawing from the real-world experiences of Paratus Training personnel spanning military, law enforcement, and business backgrounds, this training prioritises preparing participants for practical job applications, rather than mere theoretical instruction.

Whether you're embarking on your leadership journey or aiming to refine your existing skills, the Leadership Development Program is an ideal starting point.



For the strength of the Pack is the Wolf,
and the strength of the Wolf is the Pack.

Rudyard Kipling

About Paratus Training

Derived from the Latin phrase meaning "ready for anything; prepared in all things," Paratus encapsulates our commitment to prioritising job readiness over mere certificate attainment.

As a business owned by veterans, we offer a rich reservoir of insights and viewpoints derived from our service in the military. This background has endowed us with indispensable and proven attributes such as leadership, discipline, and teamwork, all of which hold immense significance in the corporate realm.

Our Vision

To be the leading provider of job-ready training that prepares businesses and individuals for the challenges of the modern workplace.

Our Mission

To provide high-quality, relevant, and engaging training that meets the needs of our clients.

Our Goals

- To provide training that is aligned with the latest industry trends and best practices.
- To create a learning environment that is supportive and encouraging.
- To provide training that is affordable and accessible to all.
- To measure the effectiveness of our training and make continuous improvements.



Day 1 – Manage Self

Establishing the foundation for effective leadership by fostering self-awareness, adaptability, influential communication, and personal productivity techniques.

Day 1 of the program is committed to establishing the growth trajectory. Engage in activities that foster self-awareness and adaptability, providing a robust cornerstone for leadership.

The day's emphasis also develops influential communication, furnishing learners with the tools to assert ideas with empathy. Introduction of personal productivity techniques guarantees task management.

Timings	Description
0900 - 0930	Welcome and introduction
0930 - 1100	Self awareness and adaptability
1100 - 1115	Break
1115 - 1245	Influential workplace communication
1245 - 1345	Break
1345 - 1515	Personal productivity and task management
1515 - 1530	Break
1530 - 1645	Creating a leadership growth strategy
1645 - 1700	Reflection and close

Day 2 – Leadership Fundamentals

Enhancing core leadership competencies including personal leadership branding, team motivation, task delegation, and constructive feedback for team member growth.

On Day 2 embark on crafting your personal leadership brand. Understanding the dynamics of team motivation forms the next step, unveiling what ignites colleagues' drive within a collaborative environment.

Vital skills for assigning and delegating tasks are explored, optimising workflow efficiency. The day culminates in mastering the art of providing constructive feedback, team members growth and development.

Timings	Description
0900 - 1030	Personal leadership branding
1030 - 1045	Break
1045 - 1215	Understanding team motivation
1215 - 1315	Break
1315 - 1445	Task assignment and delegation
1445 - 1500	Break
1500 - 1630	Mastering constructive feedback
1630 - 1700	Reflection and close

Day 3 – Emotional Intelligence

Developing emotional intelligence skills to enhance leadership effectiveness, navigate interpersonal dynamics, foster empathy, promote effective communication, and resolve conflicts for creating a positive workplace atmosphere.

Delve into the vital realm of understanding and harnessing emotions in a leadership context. They explore strategies to navigate interpersonal dynamics, fostering empathy, effective communication, and conflict resolution.

This also includes **The Resilience Shield** Online Training Program.

Timings	Description
0900 - 1030	Emotional intelligence in leadership
1030 - 1045	Break
1045 - 1215	Interpersonal dynamics
1215 - 1315	Break
1315 - 1445	Effective communication for conflict resolution
1445 - 1500	Break
1500 - 1630	Developing a positive workplace atmosphere
1630 - 1700	Reflection and close

The Resilience Shield



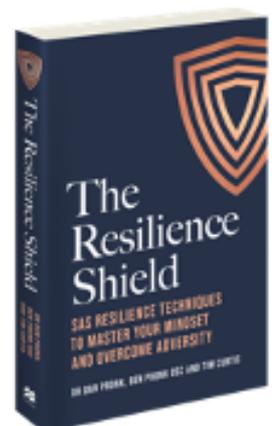
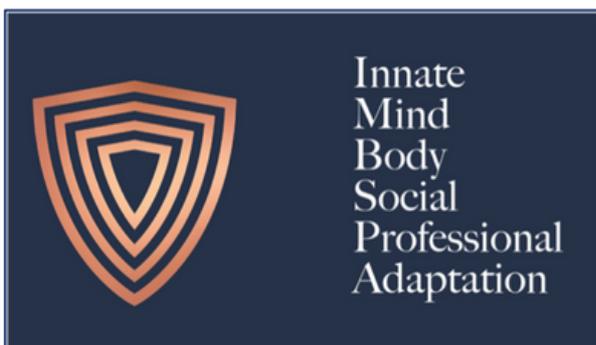
Resilience Shield model was developed by Dr Dan Pronk, Ben Pronk DSC, and Tim Curtis, all of whom are Special Forces Veterans from the Australian Special Air Service Regiment (SASR) with combat experience around the world.

Their service experience furnished them with an understanding of leadership under pressure and drove a deep desire to understand exactly what resilience was and – crucially – how it could be developed and improved in individuals and organisations.

Resilience Shield Training provides effective coping mechanisms to manage stress, promote positive thinking and attitudes, and improve social support. By doing so, it can reduce the negative impact of psychosocial hazards, such as workplace stress, harassment, and violence. Resilience training helps build the skills and resources necessary to adapt to and cope with these hazards, protecting their mental and physical health and overall well-being.

Through research (internally and peer reviewed through the University of Western Australia) conducted over a period in excess of fifteen years, they sought to identify the constituent elements of stress and resilience and develop a model that was dynamic, multi-factorial and modifiable.

The result was the Resilience Shield – a highly applied model of resilience that identifies the key constituent characteristics and provide a framework for the development of a Resilience Action Plan. The program is evidence-based; it has been developed as a result of extensive academic research into the constituent elements of global resilience and continues to be informed through the collection and analysis of data.



Day 4 – Leadership Practice

Enhancing problem-solving skills, decision-making strategies, leadership values, creating a safe workplace environment, and fostering a culture of learning and continuous improvement.

Day 4 understand problem-solving and decision-making strategies, equipping themselves to tackle challenges adeptly. Aligning leadership to values.

Creating a safe and healthy workplace environment, with a focus on both physical and psychological aspects. Finishing with how to create a learning and continuous improvement culture.

Timings	Description
0900 - 1030	Problem solving and decision making strategies
1030 - 1045	Break
1045 - 1215	Aligning leadership to self and organisational values
1215 - 1315	Break
1315 - 1445	Creating a safe and healthy workplace
1445 - 1500	Break
1500 - 1630	Fostering a learning and continuous improvement culture
1630 - 1700	Reflection and close

Lead Trainer

Mick Lee

Director and Operations Manager



Mick Lee is passionate about providing the best training possible experience for clients, whether that is an individual student or an enterprise. He has over 25 years of learning and development experience, which he puts towards managing operations at Paratus Training.

Mick started his training journey as an instructor at the Australian Army, School of Infantry and after finishing his career with the Australian Defence Force he moved onto become a Senior Instructor and Team Leader at the Australian Federal Police College, School of Law Enforcement Intelligence. Whilst with the AFP he developed and delivered training across Australia and internationally.

For the past 10 years Mick has worked with some of the biggest global businesses including:

- Commonwealth Bank
- Bankwest
- Telstra
- Rio Tinto
- Serco
- BHP

With a strong focus on end-to-end learning solutions that are designed for students to be job ready and not just certificate ready Mick is the driving force behind the day-to-day operations at Paratus Training.



Course Dates

Date	Location



Pricing

The price listed below includes

- 4 days tuition
- Resilience Shield Online Exponent Course
- Catering

INCLUDED

**LEADERSHIP
DEVELOPMENT PROGRAM**

SEE SPECIFIC CLASS
FOR PRICING



Job Readiness not just Certificate Readiness

By bringing together experienced training staff who have worked with some of the biggest companies globally to ensure that you have access to contemporary and real-world experience. The Paratus Training goal is to prepare businesses and individuals for the challenges of the modern workplace.

Because, we're here to help

If you have any questions or queries don't hesitate to contact us.



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