



The Accelerate Program

Empowering managers to become influential leaders

institute of
**MANAGERS
AND LEADERS**
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THE
**ACCELERATE
PROGRAM**



[managersandleaders.com.au/
development-programs/](https://managersandleaders.com.au/development-programs/)

Your partner in **leadership** development

The Institute of Managers and Leaders Australia and New Zealand (IML ANZ) is a non-profit peak body association for managers and leaders. For over 80 years, we've been providing industry-leading solutions to shape professionals into the best managers and leaders they can be.

We support frontline leaders, middle management and senior executives as they adapt to the rapidly changing business world and new ways of leading. Today we are the most powerful network of Professionals in the Trans-Tasman region, representing over 350,000 individuals.

Today, we proudly offer a suite of solutions to help organisations raise their standards of management and leadership, and unlock individuals' potential to take their teams to new heights. We provide professional development, mentoring, business tools and extensive networking opportunities.

As your partner in leadership development, you can trust us to deliver comprehensive training that is on the competitive edge and built on an experiential model of learning and development.

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Development designed differently

IML ANZ designs development differently. We offer leadership development programs that provide managers with the long-term skills, knowledge and support to become intentional leaders™. Our programs are enriched with an experiential learning journey that ensures new skills are embedded into their leadership practice for lasting impact.

The Intentional Leadership™ programs don't follow the blueprint of a traditional management and leadership course, where participants are expected to absorb large quantities of information within a short timeframe. These programs are designed as blended programs, following best practice learning principles. Integration into the workplace reinforces learning through

workplace projects with the support of coaching and mentoring to help embed the learning and drive behavioural change.

Our programs also support participants beyond completion. All IML ANZ programs include 12 months of professional Membership as well as unlimited access to MemX Mentoring – our mentoring program powered by Mentorloop. This two-way partnership allows participants to continue to receive feedback, advice and support while they are learning to apply their new skills in the workplace.

Great leadership is not accidental, excellence requires intention. Support your staff's leadership development with our life-changing programs.

Our experiential learning cycle



Measure



Develop



Apply



Reflect & reassess

Why IML ANZ intentional leadership™ programs?



Ensured engagement

Designed to be highly interactive with activities to facilitate participants' understanding of new concepts and practical techniques.



Personalised development

Programs include a blend of diagnostic assessments, one-on-one coaching, and workplace projects so participants engage in learning that is focused on their unique professional needs.



Peer to peer learning

Participants learn and network with real-world managers and leaders with comparable real-world experiences and familiar challenges, for a rich practical development experience.



Measured success

Two diagnostic tools are used to determine competency gaps and potential behavioural preferences before they begin. Afterwards, we measure their progress.



Lifelong learning

We continue to support participants' ongoing development for long-term impact. They are matched with a mentor, receive access to our online learning platform and receive an IML ANZ professional Membership for 12 months.



Constantly evolving

Programs are constantly adapting to changes in the profession and participant feedback. We listen, re-design and evolve our offering so that participants always receive the highest quality development in the market.

Accelerate

INTENTIONAL™ LEADERSHIP PROGRAM

A manager of managers must be a visionary, a trailblazer, a strategist, a communicator, a coach, a diplomat and a politician. In other words, they need to focus on the big picture and uphold high standards while wearing many hats.

IML ANZ's Accelerate program enables middle managers to lead across the organisation with ease and impact. They'll learn to think and do things differently. The program will equip them with both hard skills and people skills so they can master the competencies of effective leadership.

Who should attend?

Accelerate is designed for mid-level managers or executives who lead others with managerial responsibility. This program provides them with strong decision-making skills and the ability to lead and motivate others.



Learning outcomes

This program will help develop your staff's leadership credentials, to manage work pressures from the middle and influence direction and delivery across the business. On completion of the program, participants will:

- Have the ability to apply the nuances of how to manage up, manage down and manage across the organisation to deliver results.
- Better understand and adapt themselves to their unique manager's style.
- Improve their confidence to deliver the right message at the right time to impact performance outcomes.
- Understand how to select, lead and motivate their teams.
- Enhance team engagement and performance through coaching and mentoring.
- Develop skills and techniques to build a culture that encourages creativity and innovation, improving stakeholder engagement along the way.
- Obtain the tools and skills needed to create and implement a personal action plan.

Program structure

Accelerate runs over six months to support your staff member in practicing and embedding their learnings.

The program includes:

- Five face-to-face development days
- Three one-on-one coaching sessions
- Genos Emotional Intelligence report
- IML 360 diagnostic report (pre- and post-program)
- Four months of mentoring support post-program
- Three individual workplace projects focused on managing self, the team and the organisation
- Harvard Business Review: Leader's Handbook
- An IML ANZ Accelerate reflections workbook
- One year professional Membership with IML ANZ
- Access to IML ANZ's online learning portal

The participant's Line Manager receives:

- A webinar equipping them with the right tools to support the participants' development during the program
- Email updates after each face-to-face session with information about:
 - » The learning focus of the session
 - » Work-based activities for the participant to complete
 - » Coaching questions for the manager to support the participant
 - » An outline of topics that resonated with the cohort



Program modules

Day 1

Leadership, vision and clarity

We explore the key factors influencing participants' personal and professional backgrounds, strengths, challenges and vision. We look at their world view, unconscious biases, their aspirations and their current situation. To support this, participants will be debriefed on the results from their IML 360 report.

The influential leader

This module is focused on understanding the importance of emotional intelligence in our interactions and actions within the workplace as well as our leadership tendencies. We then take a more strategic view of how influential leaders make results happen, through an internal as well as external lens utilising the PESTLE tool and where we are spending our time through an Interactive Bandwidth Model. We debrief the results from the Genos Leadership 180 diagnostic report and dive deeper into how to apply emotional intelligence in the workplace.

Day 2

Aligning people and strategy

This module centres on the participant's role as a leader in delivering a clear business strategy to implement the organisation's vision, mission, values and standards across their department. It will provide the tools to enable them to determine critical business success factors, goals and objectives as well as identify key stakeholder relationships critical to advancing organisational outcomes.

Adaptive leadership

This module will enable participants to refine their interactions to generate valuable business insights, boost and measure performance outcomes and strengthen workplace relationships. It will equip them with the communication tools and theories to better engage staff, build cohesive teams and foster a culture of information exchange.



Day 3

Attracting and nurturing talent

This module focuses on the strategic recruitment and development of key staff to stimulate business performance and employee engagement. It highlights the importance of a comprehensive process for recruitment and selection, talent succession planning and career management.

Leading and motivating teams

In this module, participants will be equipped with the key skills required to lead teams of managers. This module will empower them to confidently motivate high performance, manage team conflict, build a strong business culture, encourage long-term commitment and support individual aspirations.

Day 4

Leading innovation

This module delivers insights to help them create a business climate that fosters creativity and innovation. It explores the critical balance of knowledge, imagination and evaluation in the success of innovative projects. It reinforces the role of the leader in managing creativity to produce practical outcomes valuable to the organisation.

The influential change leader

This module is all about change, a cornerstone focus area in navigating contemporary business and leadership. The module will empower participants to develop skills to manage stakeholder relationships during the transition, communicate implementation plans, set up mechanisms to measure financial and cultural outcomes, and manage the impact of change on the organisation.





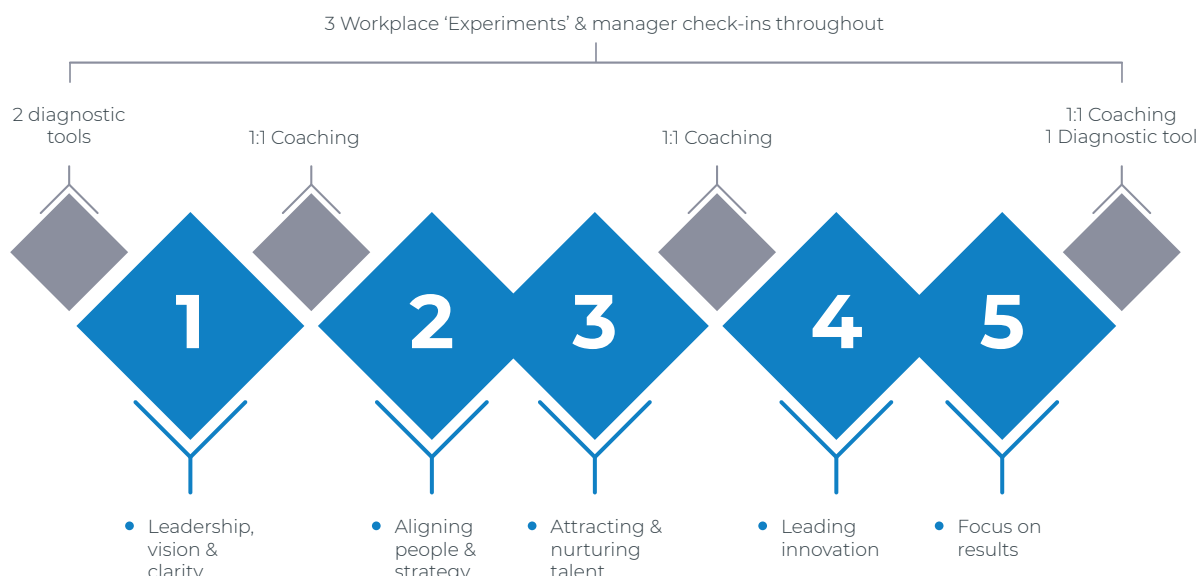
Day 5

Focus on results

This module challenges the idea that results are purely the by-product of management alone, rather the specific actions leaders need to take to ensure that results flow from strategic thinking to tactical planning. The module looks at leading and lagging indicators and asks “what are they measuring and why?”.

Creating and leading your future

This module focuses on the impact of leadership actions and behaviours and how they affect performance. Participants will create three workplace experiments, drawing together the program’s learning outcomes with a focus on the organisation.



Program deep dive

In preparation → During learning → Workplace application → After learning

In preparation

1. Line manager engagement

To accelerate participants' learning their line manager is encouraged to be involved. Before the program begins, managers are asked to attend a short webinar outlining the program objectives. After each face-to-face session the line manager will receive an email updating them on topics covered, articles and key learnings. We encourage line managers to engage with the participant about their key learnings and development plan.

2. Diagnostic tools

In preparation for the Accelerate program all participants are asked to complete two diagnostic tools focused on leadership and management competencies and emotional intelligence. Each of the tools is designed to give actionable insights into the behaviours and leadership styles of each participant. This allows us to personalise each participant's experience to ensure they are reflecting on their current behaviours. The tools we introduce include:

IML 360 Feedback Survey

The IML 360 Survey allows managers and leaders to discover and measure their own capabilities and workplace behaviours. Reports that are produced from the results of the IML 360 Feedback Survey provide an honest assessment; comparing the self-assessment scores with the scores from their managers, peers, direct reports (if applicable) and other observers.

Genos Emotional Intelligence Leadership 180

The personalised Genos feedback report will provide insight into the participant's emotional intelligence by comparing it to the six competencies outlined in the Genos model. The report allows participants to reflect on and adapt their leadership style to improve how they communicate and lead.

During learning

2. Online learning

Between each face-to-face session participants are required to spend approximately 30 minutes on our learning portal, reading and engaging with articles or video presentations. The online sessions form an introduction and deeper dive to reinforce their face-to-face learnings.

1. Face-to-face modules

The Accelerate program is led, not taught. We engage facilitators based on their own senior management experience and for their passion for and talent in developing other leaders. Each module is structured to provide practical tools and theories with each new skill introduced. Participants are encouraged to find those that are most useful to them, and by working in their cohort, they practice through role plays, group activities and exercises with other participants.

3. Harvard Business Review: Leader's handbook

At the first face to face session, participants are provided with a copy of the Harvard Business Review: Leader's Handbook. The book is referenced throughout the program, providing supporting material to guide participants through common leadership topics.

4. 1:1 Coaching sessions

Participants receive three one-on-one coaching sessions to personalise their development plan to reach their individual goals. The first occurs after day one and is focused on debriefing participants' diagnostic reports to gain insights into their development aims over the life of the program. The second and subsequent coaching sessions occur after each face-to-face session in order to continue working to achieve their goals and embed new learnings.

Workplace application

1. Work-based projects

After each face to face module, participants are required to develop an "experiment" with their learnings within the work environment. They present the results and learnings of the experiment to their cohort at each subsequent face-to-face session.



After learning

1. IML ANZ Professional membership

Through the Accelerate program, participants automatically receive a 12-month Membership with IML ANZ. This provides them access to free webinars, networking events, leadership publications, and discounted events and workshops.

2. Mentoring program

At the completion of the program, participants can utilise MemX Mentoring, our complimentary mentoring program, powered by Mentorloop. We match mentors and mentees using an advanced algorithm to suit individuals based on their goals and outcomes.

Our mentoring program is always on, and mentors and mentees can begin at any time with a quick and effective matching process. An introductory webinar about the benefits of mentoring and monthly mentoring articles are also available.

3. Chartered Manager accreditation

Accelerate puts professionals on the direct pathway to becoming accredited as a Chartered Manager, the highest global designation for managers and leaders. Upon completion of the Accelerate program, participants are eligible to apply for Chartered status.



All of IML ANZ's Intentional Leadership™ Programs can be delivered at your place of business and customised to best suit your organisations, department or team goals.

“

This program was different - it had a really strong knowledge base to it. We drilled down deeply about why I make decisions, and why I make them one way instead of another way, why I behave this way and not another way – it was really helpful.



Susie Zhong

Company Secretary & Members
Engagement Manager, ACPSEM

Empower your managers to become influential leaders today



We're here to help!

Have a question about enrolment? Want to explore tailored in-house opportunities? Interested in other program options? Get in touch!

Call us on:

AUS: **1300 661 061**

NZ: **0508 465 269**

Or email us at corporate@managersandleaders.com.au

Enrol online

Interested in registering your staff on one of our upcoming public cohorts?
Enrol online directly using the links below.

Accelerate:

[Register here](#)

[View program dates](#)

Check out our other leadership programs [here](#).