

Corporate Solutions



Your partner in learning and development

The Institute of Managers and Leaders Australia and New Zealand (IML ANZ) is the peak body association for managers and leaders. As a proudly non-profit company, IML ANZ's sole purpose is to create better managers and leaders for a better society.

For over 80 years, we have provided industry-leading solutions to shape professionals into the best managers and leaders they can be and unlock the potential in individuals and teams.

Today, we offer a suite of solutions designed to meet the unique needs of each client. As your partner in learning and development, you can trust us to deliver innovative learning solutions built on an experiential model to ensure real-world application and maximum impact.

Whether it be the delivery of one of our flagship leadership programs onsite, a series of short courses or webinars or a completely bespoke solution, we will partner with you during every step of your organisation's development journey.

Development done differently



Best-in-class facilitators

Our experts are selected for their senior management experience and their passion and talent for developing impactful leaders.



Personalised learning

We prioritise individual development needs through diagnostic assessments, one-on-one coaching, workplace projects and personal action plans.



Real world application

Our experiential model for learning and development ensures practical application in the workplace for lasting impact.



Research-led design

We constantly evolve our format and content in line with the latest leading-edge research in leadership and management practice.



Measured success

We use pre and post program diagnostic tools to map competency gaps and behavioural preferences, measure change and demonstrate ROI.



Highly interactive experience

We deliver hands-on and engaging content enriched by peer-to-peer learning to embed new concepts and techniques into practice.



Co-design approach

Our collaborative design and delivery methodologies ensure success by working hand-in-hand with you every stage of the process.



Lifelong leadership

We establish participants' long-term development journey with the support of a mentor, online learning platform and a 12-month Membership.

Our unique approach

Our learning and development solutions do not follow the traditional blueprint of typical training programs, where participants are expected to absorb large quantities of information within a short timeframe.

Following best practice learning principles, and leveraging the highly successful 70:20:10 Learning Methodology, our program design focuses on integration of learning into the workplace. This is reinforced through workplace projects and line manager involvement with the support of coaching and mentoring to embed the learning and drive real behavioural change.

Our corporate delivery model supports consistency of message across your organisation, strengthens team dynamics and ensures program delivery is aligned to your operational requirements and strategic direction.





Short courses

Ranging from a half-day to 2 days, our short courses are the perfect way to enhance and develop skills in a particular area.

Our virtual and face-to-face short course options span a broad range of topics, from communication and emotional intelligence to leadership essentials and managing conflict. These courses are completely customisable.



Webinars & Masterclasses

Access our broad range of existing topics individually or in a series, or create an entirely bespoke masterclass or webinar for your organisation.



People development tools and analytics

Developing exceptional managers and leaders is anchored in understanding the unique balance between character and competency.

Build a detailed understanding of your people for a tailored approach to boosting productivity and performance. Each of our tools are designed to provide actionable insights into the behaviour and performance of your current and potential staff. These tools include DiSC, Genos Emotional Intelligence and the Team Management Profile as well as customisable 360 Degree Feedback tools.



Consulting services

Improve effectiveness and productivity within your organisation by engaging one of IML ANZ's expert in-house or third-party consultants. We offer a range of services, specialising in leadership capability development, change management, strategy implementation, communication, team building, culture and employee engagement.



Solutions tailored for your business

Intentional Leadership programs

Choose one of our renowned leadership development programs tailored for your organisation.



INTENTIONAL LEADERSHIP
ESSENTIALS

A 4-week program, designed to rapidly develop the fundamental skills required to take management and leadership capability to the next level.



INTENTIONAL LEADERSHIP
FOUNDATIONS

A 3-month program with 4 months post program mentoring that supports the transition from technical specialist to Intentional Leader™.



INTENTIONAL LEADERSHIP
ACCELERATE

A 6-month program supported by 4 x 1-1 coaching sessions that enables middle managers to lead across the organisation with ease and impact.

Bespoke and customised solutions

IML ANZ does not take a one-size-fits-all approach; we pride ourselves on creating solutions that meet your unique business needs.

Leverage our considerable experience to design a customised or bespoke program. Our client-focussed program co-design and delivery methodologies ensure that you are involved every stage of the process.

From strategy implementation to a multi-layered leadership development initiative, we apply proven adult learning methodologies and leading-edge research to create programs that deliver lasting outcomes. Our robust discovery process utilises multiple diagnostic tools and a sophisticated return on investment methodology. This ensures a program design based on the unique needs of your people and value for money for your organisation.



Case studies

South West Sydney Local Health District

THEIR CHALLENGE

SWSLHD, Sydney's largest government healthcare provider servicing a community of 800,000+, launched a 5-year road map to positively transform how patients, staff and communities experience the organisation and its services. A critical component to transforming this experience is developing a shared organisational leadership that is collaborative and transparent. The district also required support to identify and develop senior leaders with executive leadership potential to lead the organisation in the future.

OUR SOLUTION

Over 4 months, IML ANZ's learning specialists collaborated with SWSLHD to develop the Leadership Academy, a 12-month program designed to stretch, challenge and develop the management and leadership skills of individuals earmarked as future executives.

The Academy exposed these high performing professionals to the wider health district through cohort engagement, critical projects and secondments. Participants updated their knowledge with current management and leadership theory, were provided unique group projects to apply their new skills, received individual coaching and mentoring, and ultimately gained a Certificate 5 in Leadership and Management.

THE RESULTS

The progress of program participants was measured throughout their journey with 360 degree assessments.

- ▶ **80%** of participants were provided a secondment opportunity for senior leadership roles within SWSLHD
- ▶ **33%** of current cohort were reviewed and determined by the leadership team as ready for executive leadership roles
- ▶ **100%** reported that their leadership skills have improved through the program



Case studies

Rawson Group

THEIR CHALLENGE

One of NSW's largest residential and land developers, Rawson Group had grown exponentially as they transitioned from a family-operated business into 4 companies with an annual turnover of \$500mil. With no leadership development programs in place, Rawson Group's managers and leaders were unsupported through the effects of rapid growth. To meet rising demand and future-proof the organisation, they needed to lift the capability of its executive and senior leaders quickly and comprehensively.

OUR SOLUTION

IML ANZ leadership specialists worked in partnership with Rawson's stakeholders to design and deliver a comprehensive leadership program tailored to the business' strategy and culture. Focused on developing critical business competencies, each participant experienced a blended development journey combining classroom learning, individual coaching, workplace projects, and mentoring. Individual action plans were developed for each participant to ensure their new practical skills were embedded for long-term impact.

THE RESULTS

- ▶ Participants provided the program a recommendation rating of 9.3 out of 10.

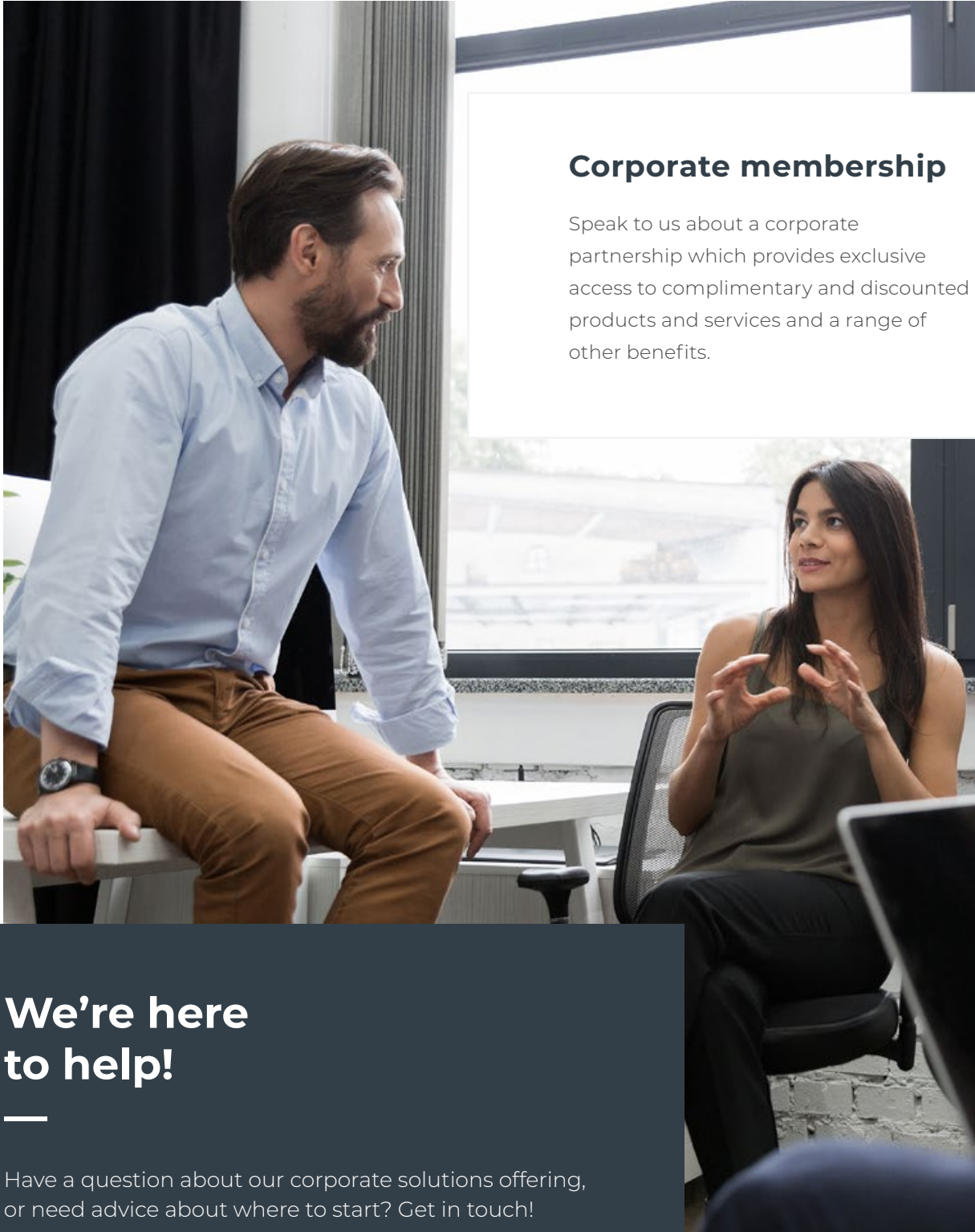


...the response to the program has been positive among Rawson's new leaders and even its more experienced managers. IML ANZ has been very engaged along the way to make sure that they are delivering what we need. They were also very interested in who's attending the training days, their roles and management experience, and they have tailored the training accordingly.



Carolyn Barret,
General Manager





Corporate membership

Speak to us about a corporate partnership which provides exclusive access to complimentary and discounted products and services and a range of other benefits.

We're here to help!

Have a question about our corporate solutions offering, or need advice about where to start? Get in touch!

Call us on:

AUS: **1300 661 061**

NZ: **0508 465 269**

Or email us at corporate@managersandleaders.com.au