



# LEADERSHIP DEVELOPMENT TRAINING

with *Dr Chantal Hofstee*



Equip your leaders with research based strategies and techniques to optimize their brain function, strengthen resilience and train new leadership thinking.

Renew Leadership Trainings are thorough and research based yet easy to understand and packed full of strategic techniques. The trainings are educational, interactive and reflective in nature to ensure the participants;

- » Grow in self awareness and insight into who they are as leaders
- » Gain more insight into their brain and learn strategies for optimizing brain function
- » Are equipped with strategic, practical techniques to help manage leadership challenges

**Dr Chantal Hofstee** is a Clinical Psychologist, Executive coach and internationally published author. She trains and coaches leaders in various fields through group training and individual coaching. Dr Chantal combines scientific research on the brain, practical tools and techniques, case studies and corporate examples to train leaders to lift their resilience and leadership influence to the next level.



*Dr Chantal guiding workshop participants through a stress reduction exercise*

## FLEXIBLE TRAINING OPTIONS

There are flexible training options available for each topic, from a short key note speech to a 3 hour long in depth group training session.

**Keynote speech:** 20 min – 1 hour

**Group training:** 1-3 hours

**Maximum participants:** No limit

## TRAINING TOPICS

1. What makes leaders great - the research unpacked and implemented
2. Values based leadership made practical
3. Resilience & mindfulness in leadership
4. Good authority & Boundary setting
5. Leading diverse teams and difficult people
6. Becoming a c-suite influencer

*More information on the following pages >>*



## TRAINING 1. WHAT MAKES LEADERS GREAT - THE RESEARCH UNPACKED AND IMPLEMENTED

*“Leadership is not a position, it is a skill set.”*

The research on leadership is developing fast and gives valuable insight into what skills leaders need to stay on top of their game in an ever changing world and industry. Dr Chantal unpacks this research in an engaging and accessible way and provides valuable insights into how leaders can strategically apply these facts to further develop their own leadership.

Participants will:

- » Learn about the latest leadership research
- » Gain more insight into their own leadership strengths and challenges
- » Learn practical strategies on how to develop the most important leadership skills effectively and efficiently.

## TRAINING 2. VALUES BASED LEADERSHIP MADE PRACTICAL

*“Values based leadership creates a values based culture”*

Values based leadership and ‘knowing your why’ is transformative and a trend that is here to stay. The faster businesses can adapt to this powerful trend the better they will be in attracting and retaining the most talented people in the market. This workshop explains how to have values based leadership that is more than just a mission statement.

Participants will:

- » Find out the power of values based leadership
- » Identify their personal values
- » Translate their values to company values
- » Learn how to roll out values based leadership throughout the organisation and make it last.



### TRAINING 3. RESILIENCE AND MINDFULNESS IN LEADERSHIP

*"Harnessing the full potential of your brain in a high pressure role"*

For many leaders stress is inevitable however you can train your brain to become more resilient and increase performance under high stress. This is why many businesses including Apple, Google and Deutsche bank are offering mindfulness based stress management training to their leaders. With many reporting significantly reduced stress, increased productivity, better problem solving and decision making without changing the reality of their high pressure roles.

Participants will:

- » Gain insight into how their brain works
- » Identify their personal optimal stress balance
- » Practice mindfulness based stress management techniques

### TRAINING 4. GOOD AUTHORITY & BOUNDARY SETTING

*"Optimising leadership influence"*

One of the biggest challenges for leaders is balancing boundary setting with maintaining great relationships. Luckily psychology offers great insights and techniques on how to optimize both engagement and compliance in people. This workshop covers common leadership challenges and offers strategic solutions.

Participants will:

- » Gain insight into their leadership archetype
- » Clearly see their leadership strengths and challenges
- » Learn practical and strategic ways to deal with the most common leadership challenges
- » Practice the body language of good authority



## TRAINING 5. LEADING DIVERSE TEAMS AND DIFFICULT PEOPLE

*“Navigating challenges and bringing out strengths of diverse teams”*

Inclusion and diversity are important in creating top performing teams but come with added complexity and specific challenges that homogeneous teams don't face. Creating unity in a group of different genders, generations, functions and cultural backgrounds needs strong leadership that is able to connect with a wide range of people and unify the team under a shared goal and common values.

This workshop unpacks the psychology and brain processes involved in achieving this.

Participants leave the session with:

- » More insight into the leadership that helps diverse teams perform at their best
- » Techniques for:
  - » Managing millennials
  - » Delivering difficult messages
  - » Influencing difficult people
  - » Bringing unity to a diverse team

## TRAINING 6. BECOMING A C-SUITE INFLUENCER

*“Can you train ‘the x-factor’? Yes you can!”*

Presence and influence are critical factors in actively progressing as a leader. The research tells us that presence and influence have very little to do with technical knowledge and skills. It is mostly linked to emotional intelligence, body language and strategic network building.

Influencing relationships and perceptions is a skill that you can learn and develop. In this session we will look at the brain processes and psychology behind presence and influence and learn practical techniques will help you become a C suite influencer.

Participants leave the session with:

- » More insight into the brain and psychology processes behind presence and influence
- » Techniques to optimise their emotional intelligence
- » Techniques to optimise their body language and read others' body language
- » Insights on how to strategically build networks



*“By far the best ‘self-development’ workshop I have done!”*

*– Jane Smathers, Team leader Inland Revenue*

*“It exceeded my expectations. Opens up the mind, encourages growth and self-worth. Chantal is an inspirational person, genuine, accepting and a great presenter. Lots of people should do this training!”*

*– Dean Olson, Accountant, Toyota New Zealand*

*“We work in a very fast paced industry, where workloads and pressure can be high. Chantal’s training had a 95% uptake and was very well received, with feedback highlighting the usefulness of understanding the brain, the cause of stress and practical “tools” that could be used. Red, Orange and Green Brain rapidly became everyday language and Chantal’s stress management and leadership training are a popular fixture on our training calendar.”*

*– Kath Aitken, HR Manager, PHD Group*



## INTERESTED IN LEADERSHIP TRAINING?

Custom made trainings are available.

To discuss please contact Chantal:

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