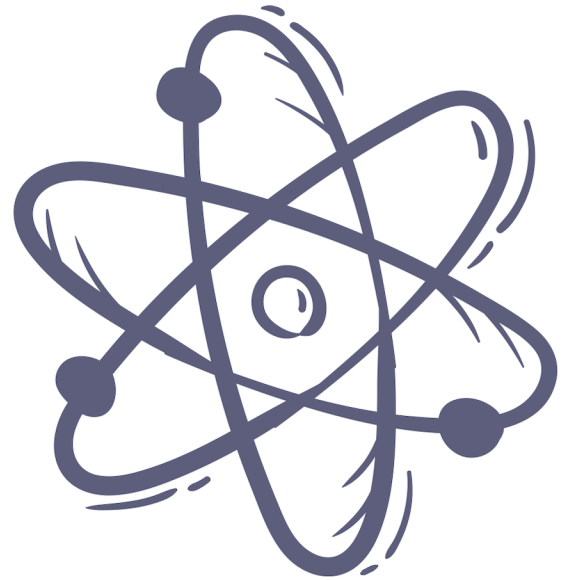


Cutting Edge Leadership Uplift



Leadership is not just about **giving** energy...

It's about **unleashing** other people's energy.



We do uplift differently!

Our approach for an uplift program is an immersive multi-strand knowledge growth approach involving knowledge transfer via a series of mini-conference-style workshops supported by facilitator-led engagement in the intervals between the workshops. The approach is biased towards participant-led and owned levels of engagement using the latest in adult learning and contemporary training techniques. An online Knowledge Hub will be created and made available throughout the program for the participants to consume at their own pace and in their own way.



Why us?

Sora Strategies consists of two partners, Sharon Robson and Will McNelis. We work with a discrete set of clients each year and pride ourselves on creating custom, tailored approaches. Will and Sharon will create the learning journey and facilitate the engagement activities throughout the program. We have decades of individual experience and over ten years of actively working together to take leadership teams through leadership enhancement journeys. We provide facilitation coaching as part of the leadership team growth to set leaders up for superior performance.



What next?

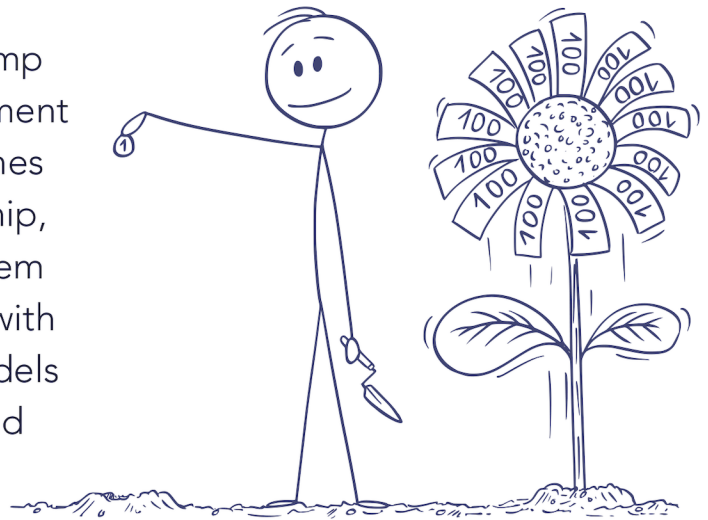


Keep reading to learn how our cutting-edge leadership uplift program is designed differently to empower leaders to unleash the potential energy inside your organisation. Contact us anytime to discuss your journey:

solutions@sorastrategies.nexus

What we do

Sora Strategies is a boutique consultancy based in SE Queensland. We work to revamp operating models and leadership engagement using modern and contemporary approaches such as agility, lean, Intent-Based Leadership, Systems Thinking, Design Thinking / Problem Solving, Human-Centred Design coupled with modern digital tools and engagement models that enhance and support collaboration and team engagement.



We work with Senior Leaders, HR & LD, and challenging Delivery Programs to formulate leadership training programs focused on improved EQ and proactive delivery skills. We bring lived experience as senior leaders in large organisations working under pressure within tight budgets and timelines. This is amplified by our cross-domain knowledge and practical application over our careers. We will not provide hypothetical, theoretical concepts. We provide practical, pragmatic application of skills as senior leaders to senior leaders.

INFORMATION

KNOWLEDGE

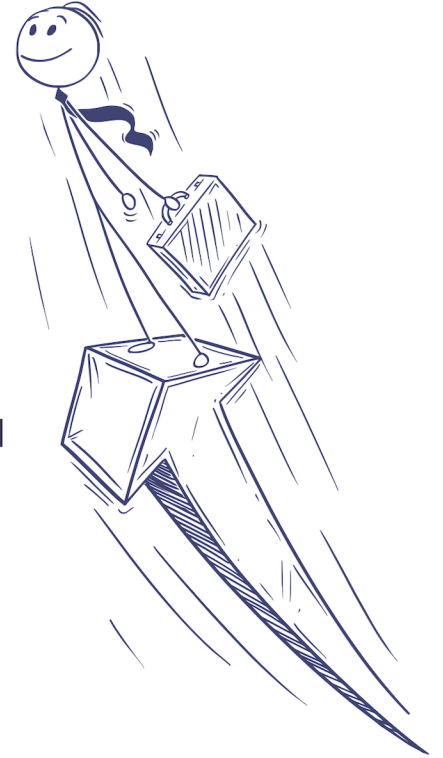
FACILITATION

CONSULTING

COACHING

The Program

The approach is the equivalent of a master-style education program focusing on adult learning techniques and strategies and job-specific activities whilst empowering the participants to consume the knowledge at their own pace and seek the most valuable topics. We focus on the participants using the info provided to craft their prioritised backlog that informs future workshops and leans into the most pressing problems experienced in the day-to-day role. The topics continue to evolve, and the knowledge portal will reflect this evolution. The focus is to challenge the contemporary pattern of skills growth, moving away from “training” and having the participants learn by “doing” to ensure that the knowledge is pertinent and applied to their day-to-day issues.



We create a tailored package based on the backlog created by the participants and stakeholders during Co-design using the materials from the Sora Strategies library. This library provides us with decades of proven leadership material and courseware.

The adapted training materials will form part of a knowledge hub but will be modularised and tailored to meet the needs of the participants and their stakeholders. We use other contemporary self-paced micro-learning options such as TED Talks, recommended reading lists, podcast subscriptions and a participant-created tailored portal of resources to augment the primary program materials.

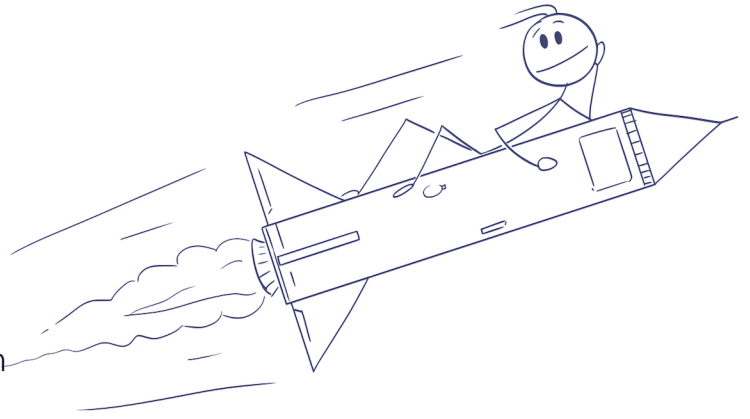
Existing Materials

- **Modern Leadership** (Delegation and Accountabilities, Decision-Making Skills, Psychosocial Safety, Proactive Risk Management, Problem Identification and Solving, Systems Thinking, Data-Driven Decisions, Kaizen)
- **Strategic Thinking and Planning** (including Metrics and Risk Management)
- **Business Resiliency**
- **High Performing Teams** (Culture Design)
- **Transformational Leadership**
- **Strategic Risk Management**
- **Cynefin**
- **Prioritisation**
- **Embedding Change**
- **Personal and Organisational Wellbeing**
- **Minimum Viable Bureaucracy**
- **Governance and Ethical Leadership**
- **Intent-Based Leadership** (Empowerment)
- **Adaptive Leadership**
- **Modern Work Practices for Executive Teams**
- **Product Management** (Stakeholder Engagement, Collaboration Skills)
- **Leadership Essentials**
- **Lean Portfolio Management**
- **Leadership Essentials** (including Building Trust, Communication, Delegating, Conflict Management)
- **Challenging Conversations**
- **Uplift your Leadership** (including Leadership Styles, Critical Thinking, Leading Others, Leading Change, Leading Strategically)

The exact mapping of materials to themes emerge during the co-design phase. The existing materials, coupled with Sharon and Will's experience, provide strong coverage of your organisation's desired themes, outcomes, and leadership competencies. These materials will be used to create tailored and modularised packages for the program.

Accelerators

We will provide a psychologically safe knowledge growth environment that can move at the participants' pace and cover the stipulated knowledge areas in many ways best suited to the participants' learning styles and time limitations. We will also create a bespoke Introspective Journal for the participants' self-reflection during the program.



We also use AI to craft a leadership-centric source of information for the Leaders during the program. At Sora Strategies, we are experts in using LLMs Large Language Models to create tools to assist participants in managing teams and themselves. These tools include custom GTPs, prompt libraries, and online access to existing resources. This is not to do Leadership for them but to augment participants' existing and growing skills and abilities. We want to expose the participants to existing and emerging self-growth options.

The training will take place over an extended time period and will focus on “on-the-job” knowledge application and skills growth. There will be a series of one-day workshops via mini-conferences to support this. This will make up the Face-to-Face (F2F) delivery element. Each conference will have a featured keynote speaker (SME), sessions provided by the facilitators on crucial topics, and the participants' presentations and/or workshops. Each participant will be expected to create a presentation or immersive activity on a pertinent topic and reshare it to the cohort at least once during the program, supported by the facilitators. This leverages the most valuable adult learning techniques to embed the knowledge.

Learning Design

Our learning design approach starts with the co-design of the program. By investing in this discovery activity, we recognise that the aim is to create meaningful and substantive change. To do this, we must accurately identify and address the issues the cohort is facing. We include diagnostic activities that involves interviewing potential candidates for the course, their leaders, and their teams. This would include a review of the existing capability frameworks and strategic objectives. A recommended option is psychometric testing and debriefing for the participants.

During the facilitate stage, Workshops or Mini-Conferences (full day) will provide the knowledge transfer approach via Keynote Speakers, presentation topics, immersive activities, and peer discussions. We propose a modern and contemporary approach focused on participant-led consumption of topics that emphasises empowerment, psychological ownership of the outcome, and meaningful change for the participants. This will use adult learning techniques and enhanced engagement mechanisms for maximum impact. Each Workshop/Mini Conference will result from ongoing continuous growth based on participant and stakeholder feedback as the program progresses.

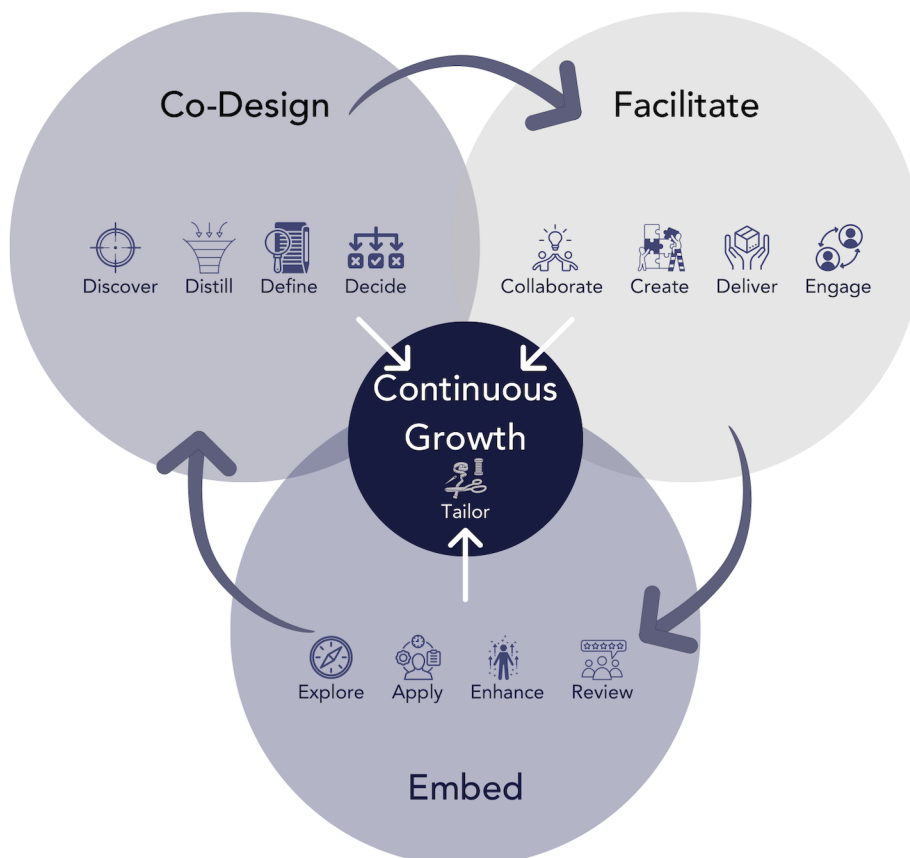
An essential element of the program is the embed phase, where after the Workshop/Mini Conference, the participants can apply the knowledge in the workplace, seek support and enhancement from their peer group and the facilitators and review the knowledge provided as well as recommend new topics for the learning backlog. Central to the approach is the Continuous Growth mindset, where the program and its topics are adaptive to provide tailored knowledge, facilitation approaches, and support that maximises the participant's engagement and application of the knowledge throughout the program.

Learning Design

Additionally, participants will work through preassigned problem statements and research goals to extend their knowledge and enhance their ability to solve future problems outside of the program. We aim to equip them with the skills vital for their future career. Being mindful of time constraints, these preassigned problems will be integrated into their daily work. They will not be additional; they will support applying the learned skills on the job.

Real-world problems in a real-world way.

This will be supported by the (recommended option) on-demand coaching provided by the program facilitators. Supporting these activities will be the Activity Log, and the Introspective Journal. Introspection and personal growth will be supported by the peer mentoring program where the program facilitators will match participants and they will have access to their peers in a real time environment to provide a safe sounding board for ideas and execution.



Learning Design

During the co-design phase, metrics will be established to assess the program's impact on leadership effectiveness, team performance, and organisational outcomes. Metrics are evaluated throughout the program and, coupled with feedback, are used for continuous improvement.

Sustainability and applicability are critical to the program's success. We aim to ensure the program includes ongoing support, resources, and learning opportunities to maintain and build on skills over time.

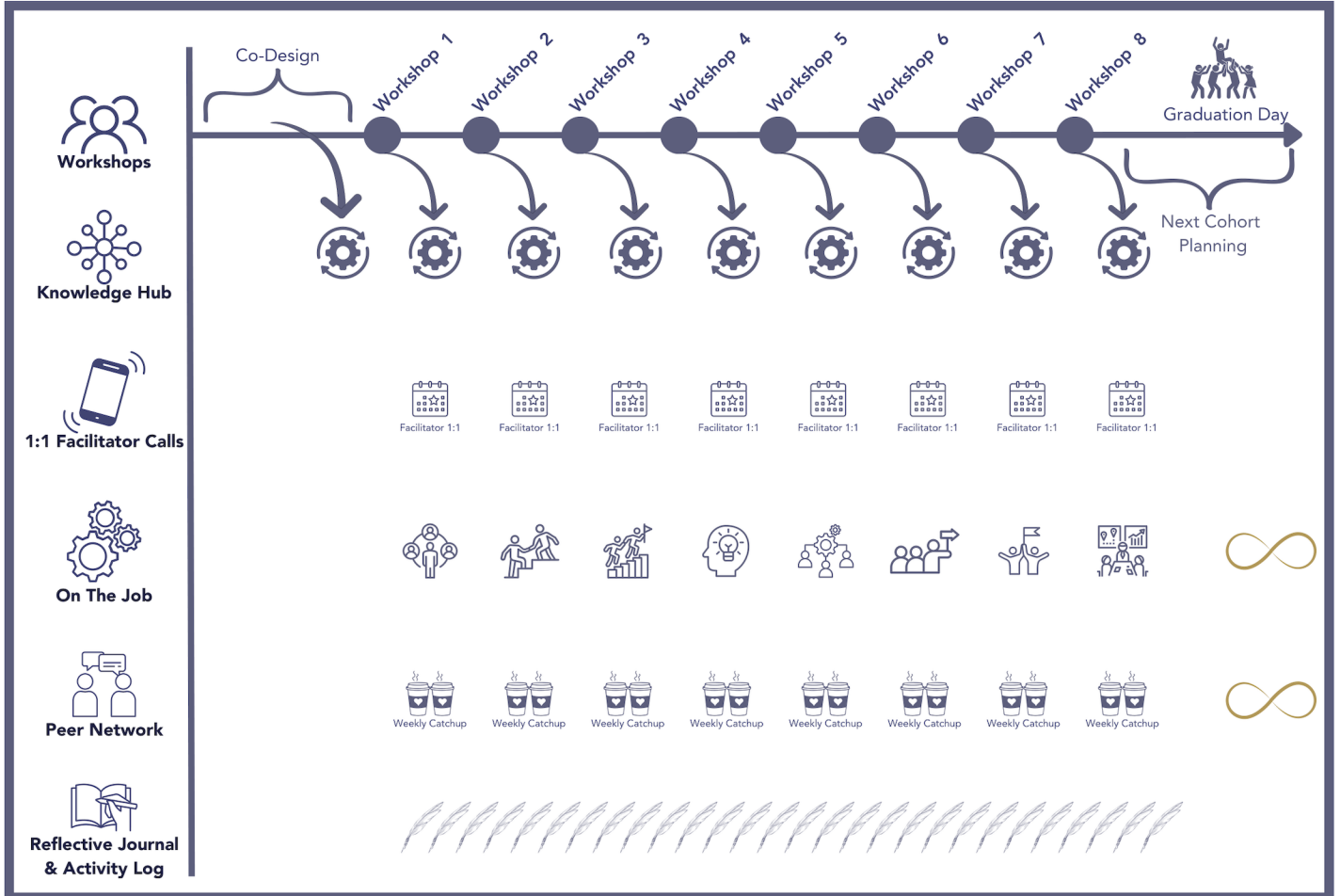
The facilitators will provide regular check-ins with the participants, additional coaching support (recommended option), and direct reflection from the cohort about the applicability of the skills in executing their roles. The approach and duration of the program are opportunities for the participants to grow their skills and develop the habit of continuous growth and learning.

We seek to address leadership challenges at individual and systemic levels by empowering candidates with the skills and knowledge to lead the teams and create a leadership-centric environment now and in the future.

The Knowledge Hub provides access to the curated materials and a dynamic environment / collaboration platform for the cohort to engage with the program facilitators and each other in real-time. The portal will also contain links to additional supporting materials, recommended reading, podcasts, and tools and templates that can be used during the execution of their duties.



Leadership Uplift Framework



Elevate your leadership capabilities and empower your organisation's future with our cutting-edge Leadership Uplift Program. Join a network of visionary leaders who are committed to not only enhancing their strategic acumen but also driving transformative change across their industries. Act now to harness the power of advanced training tools and tailored coaching sessions designed to refine your decision-making skills and leadership style. Invest in your professional growth today to build a resilient, forward-thinking team ready to meet the challenges of tomorrow. Don't miss this opportunity—take the lead and uplift your potential now!