

Profile

Ric Leahy

Leadership, Teambuilding and Transition Management Training and Consulting

Conference Speaker

Executive Coach

Services Available

Consulting and Training Services provided on:

Leadership

- Leadership Theory.
- The Australian Context.
- Technical Skills.
- Relationship Skills.
- Understanding strengths and blindspots.

Teambuilding

- Goal setting.
- Team rules.
- Team conflict.

Transition (Change) Management

- Dealing with change.
- Generating innovative ideas.
- Implementing plans.
- Organisational Culture.

Coaching for Performance

- G**oal-Setting
- R**eality
- O**ptions
- W**hat next
- Circle of Influence/Concern
- Johari Window

Speaking

On the above subject areas, from an experienced and practical military and business perspective.

Business and Organisational Skills addressed by PeopleTeamsLeaders

Leading and Managing to Achieve Excellent Results (3 Days)

Ric Leahy will plan and facilitate the ultimate three day program for managers, supervisors and team leaders. This intensive, practical and fun course focuses on the technical and relationship management skills leaders need to master to achieve excellent results for their organisations. Content includes:

- ★ Leadership Theory: Born vs Made, Values, Situational Leadership.
- ★ Leadership in Australia: “Captain/Coach Model”, “Leaderful Teams”, Best Practice Examples.
- ★ Technical Skills: Objectives and Alignment, Planning and Creating, Implementing and Executing, Controlling and Adapting, Decision Making and Problem Solving.
- ★ Relationship Skills: Emotional Intelligence, Communication Skills, Motivation, Providing Feedback.
- ★ The Leader/Follower compact.
- ★ Knowing yourself and knowing others using the Myers Briggs Type Indicator® and the Fundamental Interpersonal Relations Orientation - Behaviour™.
- ★ Practical and Experiential Activities.
- ★ 30 day follow-up.

Team Leadership (1 Day)

A one day course focusing on the practical skills a team leader needs to communicate with, motivate and align their team. Content includes:

- ★ Situational Leadership.
- ★ Leadership in Australia: “Captain/Coach Model”, “Leaderful Teams”
- ★ Goal Setting and Team Rules.
- ★ Emotional Intelligence in action.
- ★ Practical and Experiential Activities - the “Team Machine”.
- ★ 30 Day follow-up.

Leading Your Team through Transition/Change (1-2 Days)

An intensive course dealing with the theory of transition/change management, providing constructive methods of leading a team through the transition process. Content includes:

- ★ Theory - William Bridges' Transition Management Model.
- ★ Leading the Team: Situational Leadership and Emotional Intelligence.
- ★ Practical and Experiential Activities - including the "Toowoomba Test".
- ★ 30 Day follow-up.

Myers Briggs Type Indicator® and/or the Fundamental Interpersonal Relations Orientation - Behaviour™ for Individuals and Teams (1 or 2 days)

Team members are assessed using the MBTI® and/or the FIRO-B™ on an individual basis using either hand-scored or online instruments. The team is then led collectively through some practical implications of working with various personality "types" and behaviours. Content includes:

- ★ Theory - Carl Jung's theory of Personality Types, work of Katharine Briggs and Isabel Briggs-Myers. Dr Will Schutz's theory of how behaviour is derived from interpersonal needs.
- ★ Self-scored or Web-based Reports. Enhanced Interpretive Report for MBTI® and combination MBTI® and FIRO-B™ Reports also available.
- ★ Practical and Experiential Activities - including splitting exercises.
- ★ 30 Day follow-up.

Teambuilding Activities (2-8 hours)

Something different for your team and your business. A range of activities can be run that reward your team in a fun and challenging environment, while planting the seeds for improved performance in the future. All the activities focus on teamwork, problem solving, creativity, leadership and challenge. We tailor suitable activities to meet any organisation's needs. Service includes:

- ★ Practical and Experiential Activities - including treasure hunts, "Team Machine", etc.
- ★ 30 Day follow-up.

Delivery

Clients working with PeopleTeamsLeaders Pty Ltd constantly identify the following:

1. The training and consulting services are memorable because they are:
 - ★ **Practical:** easily used in an Australian setting, not extracted from the latest fad or management textbook.
 - ★ **Credible:** the techniques, models and practices have been used by Ric Leahy in a variety of leadership situations over 21 years.
 - ★ **Enjoyable:** the theory is brought alive by illuminating examples and active experiential exercises that reinforce learning.
2. Participants leave the sessions with a plan of action to follow based on the established learning principles of self-discovery, strengths/gaps, goals, practising of new behaviour, and support. The follow-up techniques are very effective.
3. Ric Leahy is a high achiever and strategic thinker, with a wealth of practical experience in the fields of leadership and teambuilding. His natural leadership style, coupled with his enthusiasm, allows him to deliver these services in a unique manner.

Track Record

Ric has more than twenty one years professional military experience as a leader of military and cross-functional (military, non-government organisation, civilian, contract and UN) logistic teams. His experience includes major unit command; three separate deployments on active service in Iraq, East Timor and Cambodia; exchange duty with the United States Navy; and two years as the research officer to the Chief of Navy. He has been recognised with both Australian and American military awards and decorations.

In addition to Ric's professional experience, he is an accomplished screenwriter and prize winning, published author. He is a skilled and experienced manager, communicator, coach, mentor and trainer.

Referees

Available on request.