



Leadership Programs

Combining the elements of Barrington's coaching, mentoring and management programs, the Leadership Program has been established to give organisations a substantial framework for Management and Senior Executives to develop the principals of leadership.

Specifically tailored to an organisation's needs, the Barrington Leadership Program increases productivity by enabling Managers to become more effective in meeting demands, more successful in representing their business (and their brand), and creating higher-performing teams.

The program creates a cultural change with the introduction of core management skills, encouraging a holistic approach to leadership, emotional intelligence and decision making. Programs may also include various guest speakers significant to the development of the organisation.

THE TEAM AT BARRINGTON

Leadership Programs have been run for industries as varied as the judicial to manufacturing. Barrington e2e Psychologists have experience working at various levels of organisation in both the public and private sectors, and have the benefit of background experience as employees, consultants, managers, executives and business owners. This experience combined with training as psychological professionals provides a platform to advise and train organisations on issues from stress management and managing change to individual and group performance.

THE BENEFITS

With measured outcomes and established KPI's, the Barrington Leadership program will:

- 1 Challenge processes, and seek more inventive, resourceful and collaborative alternatives
- 2 Inspire a shared vision, an understanding of management's role in creating that vision, and establish future targets to achieve them
- 3 Enable their respective teams to achieve greater and more cohesive unity in reaching an organisation's objectives
- 4 Model behaviour, motivate, and remove hurdles
- 5 Allow for a sharing of ideas, and cross-talent between divisions
- 6 Broaden expertise to deliver on strategies and business growth.

As well as further enhancing Senior Management's roles and capabilities, the Leadership Program improves morale, and reduces staff turnover:

- Management retention is a universal issue, with the cost of recruiting management being somewhere between 35% and 63% of their annual salary (UK Talent Survey, 2008).
- Coaching has shown to provide a marked improvement in productivity (53%), organisational strength (48%) and working relationships (71%) (Manchester Inc, 2005)
- 17 of the top 25 ASX listed companies have an executive coaching or mentoring program.