



Rob Pyne

The Strategic Leader Program

Develop your leaders. Deliver the strategy.

The CEO's perspective

This program is the answer to a series of questions the CEO & leadership team might have:

- how do we get better & quicker at delivering on our business strategy?
- how can we get our next-level leaders more engaged in the strategy, and empower them to deliver the long-term progress we need?
- how should we lead through change and uncertainty, and keep our team motivated?

The program is an invitation to the next level leaders to step up; to contribute to the strategy; and to lead how it translates to action at the 'front line' of the organization's work.

The program can be paired with real cross-functional strategic projects in which participants are asked to learn about other business functions and deliver a real project.

The opportunity

We created a new type of leadership program to answer two issues with legacy leadership development.

Many leadership programs are actually management programs in disguise – focused on the basics of managing people and managing the work.

Our program focuses on how to lead long-term transformation through your strategic leadership. On the leadership ladder below, this is a level 3 program which builds on your existing leadership program (we can also deliver Level 1 and 2 programs)

Only 10% of all participants in typical training programs actually shift their behaviour afterwards.

Our program is designed to create new daily leadership habits, to shift behaviour – and measure it through our behaviour change platform.

The leadership ladder



We're here

Level	Program	Focus	Benefits
3	The Strategic Leader	IQ: Leading the strategy & transformation	Leaders who build a better business through strategic shifts
2	The Productive Leader	PQ: Leading the quality and efficiency of the work	Leaders who focus on what matters & deliver results
1	The People Leader	EQ: Leading yourself, leading individuals & teams	Leaders who unlock people's growth & potential



rob@robpyne.online



www.robpyne.online



+61 (0)433 017 198

The Strategic Leader: behaviour change program

The Program

There are 7 bite-sized online modules, typically 2hr duration, spaced monthly.

1: Conscious Leadership

An introduction to leading above the line, so leaders can lead from a place of openness & curiosity; and thrive when there is uncertainty and drama.

2: Business Models

Understand the 9 building blocks of a business model and how the pieces work together to deliver value for clients, and a sustainable profit for the company.

3: Commercial

Understand the elements of your P&L, and the key business metrics. Learn how you these metrics affect you, and how you can be a commercial leader.

4: Strategy design

Learn the logic and components of a business strategy and then translate the business strategy into strategic initiatives for your area.

5: Team buy-in

How do you get buy-in and commitment from your team on the overall business strategy, and the strategic initiatives in your area? What projects and capabilities do the team need to develop?

6: Strategy systems

Putting the systems in place to deliver your strategic initiatives alongside your day-to-day work. These strategic initiatives are integrated into workflow, not separate to BAU.

7: Strategy delivery

You've defined the strategy, got team buy-in, set up systems – but you still need personal effectiveness systems to make weekly progress on the strategy. How do you make sure you maintain focus, energy, time and capability?

The behaviour change strategy

After typical training programs, only 10% of people make meaningful change back in their job. Our programs are designed to shift behaviour in 3 ways:-

1. We use the live training experiences to answer the WHY does this matter to me and WHAT could I do differently?
2. Then we use behavioural psychology to deliver the HOW. Participants commit to a new habit for 30 days and set up daily reminders. Each day they can rate their progress on their new habit out of 10. We can coach them through this platform, track their results, and report the programs behavioural change results.
3. Strategic projects or practise groups. We put participants in small groups to work on a real or proactive strategic project and apply what they learn.



Other supports which we can use include:-

1-1 coaching support: allocation of 1-1 coaching slots (45 mins) to support individuals

Pre and post 360 reviews can help focus participants on their own learning journey & track behaviour change as observed by the participants' manager, team and peers.

Digital learning platform: We can use our online platform to onboard, host materials, set tasks, and host group discussions

AI integration: We create custom-GPT/s for participants to apply what they learnt



The Strategic Leader: Case Study

In August 2024, we started working with 12 leaders at a fast-growing national Disability Services provider.

Our task

Our task: to equip the leaders with the skills to make good decisions, lead their teams and raise the delivery standards.

The program

Before the program properly started, we conducted interviews with the business owners, and with most of the participants to assess the development needs. We also conducted 360 reviews for each participants. These input allowed us to tailor the program to the most common needs: strategic decision-making, building team buy-in.

Program roll-out

- Full day launch workshop on Self-Leadership and Emotional Intelligence
- Monthly modules on Critical Thinking; Coaching People; Proactive Communication; Strategy Delivery

Modules supported by:-

- 20 x 1-1 coaching slots
- Leadership cascades (where we took the learnings from the Proactive communication session and got the leaders to train their teams)
- 30-day habit builders to support each session.

Note: this program was the precursor to The Strategic Leader, so it combines elements of the new program with elements of our more general management and leadership programs.

The Results: Develop & deliver.

Feedback

After each session we asked participants how likely they would be to recommend the sessions to other leaders. They gave an average feedback score of 9.3/10.



9.3/10 average feedback

Behaviour Change:

After our first session on Self-Leadership, participants committed to a new 'self leadership' habit for 28 days – and they showed a +119% improvement (based on checking in ~9 times on their progress with a rating out of 10. They went from 3.1 to 6.8.



+119% behaviour change

Strategy delivery

Each participant delivered a strategic plan which cascaded off the overall business strategy.

Monthly training modules were designed to support the capabilities in the overall business strategy, which centered on 'impeccable standards of care'.

During the program, the organisation's services and compliance were audited; and they scored the highest possible scores. We do not claim that the training drove this, but the auditor commented that the leadership program was the best they had seen in this sector. And the organisation's CEO renewed the leadership program for a second year.



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