

THE SECURE LEADER

FIVE-MONTH PROGRAM

OVERVIEW

As a leader, are you cultivating the types of relationships that bring out the best in the people you lead? How effectively do you engage, nurture and inspire others?

A leader's relationship patterns have a huge impact on the satisfaction, productivity and morale of team members. A recent Gallop survey showed that 50% of employees leave their job because of a poor relationship with their manager. An organisation's ability to survive and thrive depends on the quality of relationships between leaders and team members.

Unfortunately, although leadership has been studied for decades, existing theories and models aren't enough. While they all emphasise the importance of relationship skills, they've left out a critical element that is the foundation of all relationships: attachment, or the emotional bonds we form with the important people in our lives.

Psychologists first developed attachment theory to study the way we learn how to operate in relationships throughout childhood. More recent research has uncovered the ways our attachment patterns affect our adult friendships and romantic relationships and even the relationships between leaders and team members.

Research shows that leaders displaying behaviours associated with attachment security—an inner sense of worthiness and safety within relationships—also demonstrate the relationship skills promoted by highly regarded leadership theories and models. Secure leaders are experts at supporting, nurturing, and empowering others. Their teams feel energised, engaged, and motivated.

For leaders who tend to display more insecure patterns, the impact on their team members and the organisation is swift and detrimental. The good news is that patterns can change. Anyone can learn attachment security—anyone can become a secure leader.

This program follows Kylie Bell's book *The Secure Leader*. It focuses on helping leaders cultivate secure attachment patterns as the key to their effectiveness and their team's wellbeing and performance. This deep-dive five-month program offers significant benefits to participants on both a personal and professional level. We translate research and leadership methodologies into best-practice skills and strategies, supported by on-the-job experimentation and coaching so leaders see tangible results immediately.

 **OBJECTIVES**

The Secure Leader program helps leaders:

- recognise habitual relationship patterns and their impacts
- learn ways to create personal security and secure team environments
- understand why and how the prosocial skills in leadership theories and models work
- apply practical skills, methods and strategies to improve leadership effectiveness
- explore ways to connect with and support individual team members so they can thrive
- significantly improve the wellbeing and performance of your team and organisation.

Methodology: This program runs over five months. Each month leaders attend a full-day workshop, followed two weeks later by a small group 'reflective practice' coaching session.

Workshop Dates:

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| Workshop 1 | Friday 10 May 2024 |
| Workshop 2 | Friday 7 June 2024 |
| Workshop 3 | Friday 5 July 2024 |
| Workshop 4 | Friday 2 August 2024 |
| Workshop 5 | Friday 6 September 2024 |

Times:

9am – 3pm

Coaching Dates:

Scheduled between the workshops

Location:

Inner North Location, venue supplied on enrolment

Investment:

\$4,400.00 including GST

To enrol, email kylie@wrenlearning.com.au

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DETAILED WORKSHOP OVERVIEW

Workshop 1: Research and Impact - Attachment: The Missing Link in Leadership Development

This workshop explores why the leader-team member relationship is critical to individual and organisational wellbeing and performance. We learn how quickly team members are affected by a leader's relationship patterns, what they look like and the environments they create. We uncover why respected leadership theories and models - Transformational, Authentic, Servant - need us to work on our attachment security first. We explore:

- why team members need a strong positive relationship with their leader to thrive
- examples of how attachment and relationship patterns show up in leadership
- how quickly insecure patterns harm team members
- how secure leaders heal and elevate wellbeing and performance.

Workshop 2: Internal Work - Becoming Secure

This session examines how our relationship patterns can develop across our lives and what (contexts and environments) and who (people) affects their development and expression. When we know how patterns are created, we learn how to create new ones. We start from the 'inside out', exploring the internal changes a leader can make, in mind and body, that set the vital foundation for becoming a secure leader.

This internal shift is contagious and creates an atmosphere of safety and trust so others thrive. We examine:

- the link between our life experiences and our leadership behaviours
- easy ways to calm and regulate our sense of security for self and others
- ways to cultivate the mindset and social habits of a secure leader.

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Workshop 3: External Work - Behaviours of Secure Leaders

In this workshop we learn a set of behavioural interventions leaders can adopt as new habits to improve leadership effectiveness. We experiment with practical skills, methods and strategies to foster open, transparent communication that motivates and empowers.

We draw practical applications from leadership, psychological and motivational theory and learn how to build contexts and environments (organisational culture) that enable those around us to thrive. We address:

- linking leadership models and best practice with secure leader behaviours
- micro skills to bolster trust and support to maximise engagement
- key interpersonal practices that promote security.

Workshop 4: One-on-One Work - Supporting Individual Team Members

This session uncovers ways leaders can adjust their approach to each team member to cultivate individual relationships that feel secure and are based on trust and support. We dive into skills and scenarios that make others feel recognised, valued and engaged, regardless of their relationship patterns. We learn ways of:

- differentiating leadership in response to the relationship patterns of others
- helping team members feel secure so they can feel and perform at their best
- individualising communication, delegation, feedback and coaching approaches

Workshop 5: Group Work - Building a Secure Team

This final session looks at the dynamic of the team environment and the interactions between team members that influence each other's sense of connection and security. Specifically, we explore how leaders promote psychological safety and foster positive relationships among team members. Leaders learn to create and protect a secure team culture that has every member feeling inspired and aligned to their leader, each other, and the organisation. In the session we learn to:

- foster strong secure relationships between team members based on trust and support
- connect teams around shared values, vision, and goals on a foundation of security
- create a secure team culture that has every member experiencing high well-being and performance.