



ACCELERATING LEADERSHIP PRESENCE

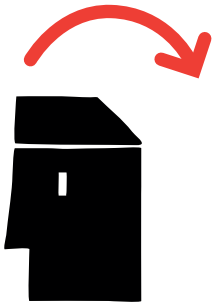


## 2018 PROSPECTUS

**Now in its tenth year, more than 300  
leaders from seven different countries  
have attended the ALP program**

*"It's worth taking the risk and making the investment...  
I really understand my leadership purpose now!"*

ALP Participant



# Introduction.

[ What is Leadership Presence and how do you get it? ]

We know it when we see it, yet understanding how it's created and developing it can be difficult. Increasingly, effective leadership is being defined by elements such as emotional intelligence, authenticity, credibility and personal grounding. The leader's ability to connect with and inspire people are the critical outcomes that define outstanding executive success.

Beyond the critical components of day to day communication, we've defined Leadership Presence as:

→→ “An authentic quality of poise and effectiveness that enables an executive to connect with a range of people and influence successful outcomes”.

Through our research and experience, we've identified the critical Dimensions that need to come together to create Leadership Presence (LP), and what we call 'The Integrated Executive'.

Half of these Dimensions are intrinsic to the person and, therefore, intrapersonal in nature. The remaining Dimensions are more directly pertinent to the experience others have with the executive, and are thus positioned as interpersonal in nature.

We believe that the Dimensions are interrelated, at times supporting each other, and at other times detracting. Therefore, all have to be considered as an integral system when intervening to accelerate and build Presence in an executive.

→→ The Accelerating Leadership Presence (ALP) Experience has been designed to rapidly develop these critical Dimensions in participants.



“ The single biggest problem in communication is the illusion that it has taken place.”

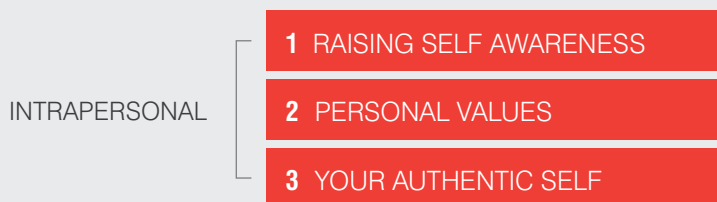
George Bernard Shaw

# The Accelerating Leadership Presence (ALP) Program.

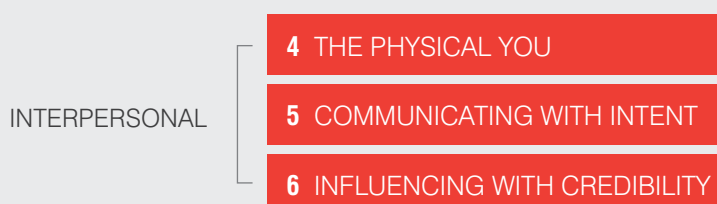
Over a Three Day residential experience, the **ALP Program** has been designed for up to ten high potential participants to rapidly develop their Leadership Presence. Through our research and experience of working with senior leaders on their leadership presence, we've identified the six critical Dimensions that need to come together to create effective executive presence in emerging, high potential people.

## The Six Dimensions of Leadership Presence

The Six Dimensions of Leadership Presence are presented, discussed, learnt and developed throughout the **ALP Program**. It begins by building an awareness and insight into Three Intrapersonal Dimensions:



↓ These three Dimensions are the building blocks on which the Interpersonal Dimensions are created:



## The ALP Experience

We've designed an intensive, challenging and unique experience to help senior and high-potential executives transform their executive presence using our proven action learning model. A unique learning environment is created where participants are encouraged to be vulnerable with each other, alternating between various roles (actor, assessor, coach, learning partners). Participants are encouraged to challenge themselves and broaden their thinking, receiving in the process direct and personal feedback from highly capable and experienced facilitators. Each publicly enrolled program will be limited to ten people.

## Who should attend?

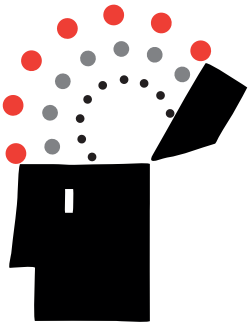
The **ALP Program** is designed for executives who are seeking to deepen their self awareness and looking for strategies and tools to improve their Leadership Presence and leadership effectiveness. Creating awareness of one's thoughts, self image and persona can be a powerful platform for further executive success and personal fulfilment.

## Pre-work

Pre-work will consist of participants completing the **ALP 360** feedback survey and some pre-reading. Participants will also be required to bring actual presentations and real world issues to work through in coaching sessions during the program.

## Program Dates & Fees

Please refer to page 7 of this prospectus for the 2018 Program Dates & Fees for the **ALP programs**.



# Real change will begin at the ALP Experience.

Over the time spent at any of the ALP Experiences, and through effective application of the techniques we employ, participants will begin a deep and lasting process of personal transformation and the shaping of the desired persona can occur.

Participants have a 'mirror held up to them' and can really see themselves as others see them, with the facilitators helping to re-shape their Leadership Presence.

Beyond the program, participants will emerge with a personal development plan and re-entry tactics to ensure the momentum continues and changes become habitual.

## What makes these programs different?

The ALP Programs are consciously different to other executive development programs, in that:

- They are beyond 'Leadership Development' programs, as they deal with critical issues of how to develop an ethical framework (or a moral compass) that creates true authenticity and therefore credibility in the eyes of followers
- They are beyond 'Presentation Skills' programs as they deal with the foundation of what makes someone an effective presenter – that is, self-awareness, self-confidence and a set of personal values
- They are beyond 'Emotional Intelligence' programs as they develop real, practical techniques in understanding others, developing empathy and self awareness that are the foundations for getting on with and influencing others
- The programs have strict, limited numbers of attendees. With live-in facilitators – there is a significantly greater level of personal interaction, feedback and coaching than other executive development programs, with a strong emphasis on candid, direct and creative feedback. The programs are designed to be a transformational, profound and valuable experience



“ Everything we hear is an opinion, not a fact. Everything we see is a perspective, not the truth.”

Marcus Aurelius



# Testimonials.

Of all the executives who attended ALP programs since 2009:

- 90% rated the program “Excellent”
- 90% rated the program “The best executive development program I’ve ever attended.”

The following are a selection of our past participant testimonials:

- “An outstanding senior executive self discovery and projection program grounded in one’s own essential DNA. Led with understanding, challenge and flair by Glen and Harold, along with their supporting coaches is a great combination, and together they have constructed a compelling leadership development inventory that leaves no stone unturned! I can’t speak highly enough of my experience.”  
**PETER BRYDON** Director HR ANZ, Kraft Foods
- “I enjoyed the program more than ‘The Looking Glass’ at Mt Eliza. It’s an indulgent opportunity to work on yourself. If you are willing to take a week out with a sole objective to improve yourself, this is the opportunity. You will get out of this programme what you are prepared to put in. Be prepared to see yourself fully exposed.”  
**ANDREW MARTIN** CFO, Marshall Investments
- “Glen and Harold have designed an excellent course with real practical application, latest thinking and without unnecessary jargon. It’s highly focused and covers the total spectrum of executive presence. The fact that there are limited places makes the experience highly interactive, attendees are well selected and at a good senior level with a good mix of experience. ALP is the best leadership course I have been on and it is great to see that such a high quality course of world standard is run for New Zealand and Australian executives. I strongly recommended it in our organization and we will be sending senior executives on the course.”  
**MICHAEL GLEISSNER** CFO, Sealord Group
- “Do whatever it takes to attend the program. This is a program that will change you as a leader – get on – arrive with an open mind – trust the process and embrace your change. I had high expectations in attending - and these were shattered!”  
**JUSTIN TREAGUS** Program Director, Omega
- “Do it – Be prepared for a life altering event that will challenge you in ways you won’t have seen before: it will pull you out of your comfort zone and rebuild you in an extraordinary way.”  
**CHRIS MACBETH** General Manager, Fonterra Cooperative Group
- “If you are serious about developing as a highly effective leader, focusing on the areas and material covered in ALP is a must. The program is highly integrated and provides a superb environment to reflect on and develop fundamental leadership principles. I would recommend ALP to any leader wishing to become the best that they can be”.  
**TIM DEANE** General Manager, Fonterra Cooperative Group
- “Don’t hesitate, just go. Don’t think about it, not for a minute. Go. It is the most exhilarating, confronting, uplifting, challenging and rewarding experience of my professional life. Stop reading and go.”  
**BEN GEE** Partner, FCB Employment Law

# ALP Creators and Faculty Leaders.

Each ALP Experience is led by a highly capable group of facilitators and faculty, experienced in a field of discipline such as leadership, ethics, image, acting and health & wellbeing. The ALP programs are primarily led by Harold Hillman & Glen Petersen:



## Glen Petersen

Glen Petersen is the Managing Director of GENERATOR TALENT GROUP. He has over 30 years work experience in blue-chip organisations across Australia, New Zealand and North America and has an outstanding reputation as a judge and developer of executive talent. A specialist in the consumer goods & services, manufacturing and services industries, Glen held a number of significant and senior Human Resources leadership roles throughout his corporate career, before founding his own consulting business in 2004.

Throughout his career, Glen has held a keen interest in leadership capability and executive presence, both studying and coaching executives on how to lead with more effect. Glen's early career in PepsiCo shaped his

philosophy on what differentiates an effective leader and the power of presence, persona and communication. Glen, along with Harold Hillman, designed and developed the ALP theory and programs and has co-led each program over the past four years.

Glen holds a Bachelor of Business from Charles Sturt University in Australia, where he was awarded the prize for highest marks in Human Resources subjects, and has represented Australia in his age group World Triathlon Championships in Sweden and Hawaii. He has four children and lives in Sydney, Australia.



## Harold Hillman

Harold Hillman, Managing Director of Sigmoid Curve Consulting, has lived in New Zealand since 2003, when he migrated from New York to join Fonterra in two roles – initially as Interim Director of Human Resources and then as Global Director of Talent. In 2007, Harold launched his own consultancy, specializing in building learning, leadership and change as core capabilities in individuals, teams and organisations. He works primarily with chief executives and executive teams, helping them to become expert at leading large scale culture change. Harold has worked across multiple sectors in New Zealand and on the global stage with clients in Financial and Professional Services, Consumer Goods, Education,

Manufacturing, Media & Entertainment, Energy and the Public Sector.

Harold earned his Master's Degree from Harvard University and his Ph.D. in Clinical Psychology from the University of Pittsburgh. Prior to Fonterra and the launch of Sigmoid, Harold's career highlights include: Assistant Professor, Leadership Programs at the US Air Force Academy, Director, Amoco Management Learning Centre, Amoco Corporation; Corporate Vice President & Chief Learning Officer, Prudential Financial. Harold became a NZ citizen in 2008 and lives in Auckland.





# 2018 Program Dates & Fees.

## Accelerating Leadership Presence (ALP)

DATES	LOCATION	FEES
20 – 22 March	Auckland	Tuition NZ\$7,400 + GST   Venue NZ\$1,200 + GST
24 – 26 July	Sydney	Tuition A\$6,800 + GST   Venue A\$1,200 + GST
16 – 18 October	Auckland	Tuition NZ\$7,400 + GST   Venue NZ\$1,200 + GST



# ALP Application 2018



Please choose which program you wish to attend and complete, scan and email your application to [stephanie@sigmoidcurve.com](mailto:stephanie@sigmoidcurve.com) (ALP New Zealand) or [brennan.petersen@generatortalent.com](mailto:brennan.petersen@generatortalent.com) (ALP Australia)

→ [ ALP PROGRAM YOU WISH TO ATTEND ]

PROGRAM NAME & DATE

→ [ PARTICIPANT DETAILS ]

NAME

POSITION/DIVISION

ORGANISATION

BUSINESS ADDRESS

TELEPHONE

EMAIL

By providing your email address you are indicating you are willing to receive program information as well as other relevant information about Generator Talent Group and Sigmoid events, products and services

I agree to the conditions of enrolment

[ We are unable to accept this application unless signed. See full terms & conditions below ]

NAME

AUTHORISING SIGNATURE

DATE

→ [ ALP TERMS AND CONDITIONS ]

To be considered for participation in ALP, this application form must be completed, signed and returned by letter or email (pdf). We will confirm your participation in ALP with a follow up email, and an invoice for the program Tuition Fee. Full payment of the Tuition and Venue Fee is required no later than 30 calendar days from the program date in order to ensure attendance.

## CANCELLATIONS

- 1 If the cancellation is made 60 calendar days or more prior to the program date, a full refund of the program fees will be made.
- 2 We will accept a substitute participant from the organisation if that person has comparable experience and qualifications. We will determine whether a proposed substitute is an acceptable replacement. No substitute will be permitted if the cancellation is less than two weeks from the program date.

If a substitute is not available of comparable experience and qualifications, the following terms apply:

- a. If a cancellation is made within 30 - 60 calendar days of the program date, 50% of the fees will be refunded.
- b. If a cancellation is made within 29 calendar days of the program date, then no refund will be given.





# ALP Experience Venues.

Residential ALP programs are held at exclusive locations in Australia (Sydney) & New Zealand (Auckland). Each venue is a perfect environment to learn, reflect and expand your horizons. The venues allow us to integrate mental, physical and spiritual activities in the ideal setting.

→ [ CONTACT ]

**Glen Petersen**

+61 410 301 121 (AUS)

[glen.petersen@generatortalent.com](mailto:glen.petersen@generatortalent.com)

**Harold Hillman**

+64 21 418 005 (NZ)

[harold@sigmoidcurve.com](mailto:harold@sigmoidcurve.com)

**[ CONTACT ]**

**Glen Petersen**

+61 410 301 121 (AUS)

[glen.petersen@generatortalent.com](mailto:glen.petersen@generatortalent.com)

**Harold Hillman**

+64 21 418 005 (NZ)

[harold@sigmoidcurve.com](mailto:harold@sigmoidcurve.com)

COPYRIGHT: The logo, concepts and materials related to Accelerating Leadership Presence are the copyright of Generator Talent Pty Ltd and Sigmoid Consultants Ltd.