



Juno's (A)uthentic Leaders Program for emerging leaders

Leading authentically has never been more important than today.

Human connection has always been at the centre of Juno's work. Given world events the spotlight on human connection and human centredness at work, and on leaders leading authentically has never shone more brightly.

In designing and developing our '(A)uthentic Leaders Program' we have taken that bright spotlight and narrowed its focus to zero in on the very essence of what it means to be an authentic leader. The essential ingredients for anyone starting out as a Leader no matter the size and scale of their team or organisation, or the industry or sector in which they work.

We know from our own work and experience, as well as the leadership literature, that 'Authentic Leadership' is about: building connection; self-awareness and self-regulation; listening; optimism and confidence; and decision making that builds trust and commitment. The 'hard graft' of leadership, you might say.

We have designed our (A)uthentic Leaders Program with those early in their leadership journey in full view. Our Program will lay solid bedrock for whatever challenges and opportunities come next for participant leaders.

The What and The How

Our (A)uthentic Leadership Program will present participants with an insightful, challenging and experiential immersion, with immediate practical application.

We have designed an experience for future, emerging and first level leaders that will:

- build self awareness of their own behaviour and its impact.
- help them to see opportunity in adversity.
- hone their ability to listen, really listen.
- assist them to lead self to act with clarity and purpose.
- enable them to own their actions as a leader.

Participants will also be provided with a valuable framework and exercises to 'anchor' themselves as a Leader.

(A)uthentic Leaders for today's emerging leaders and tomorrow's senior leaders.

Program Length

The program is delivered in three and a half days; two days upfront, and three x half days over a 2-3 month period

Participant Cost

from \$2795 + GST based on a Group Size of 15-20.

Work and Leadership are changing: human centred in the spotlight. Changes locally and globally to how, where (and even why) we work call for Leading and Leadership to adapt and evolve. At the Juno Institute we are steeped in Leadership Development knowledge and practice, coupled with extensive lived leadership experience. We've been at the forefront of Leadership Development for 20 years via our flagship and award winning Adaptive Leaders and Passport to Work Programs.



Program Outline

Juno Institute's (A)uthentic Leaders Program will help participant leaders from any organisation develop and practice the key leadership skills and behaviours of: building trust; communication; self-awareness; accountability; developing empathy and listening. Our Program includes concepts and content, and immersive and practical exercises on these topics.

Self-Awareness

Reflecting on, and being accountable for, 'HOW' you are

The foundation stone of authentic leadership is discovering WHO you are as a leader coupled with the, often neglected, discovery of HOW you are as a leader, i.e. knowing YOUR impact on those around YOU. Participants will be immersed in accountability, self-awareness and impact concepts and practical exercises to help build the 'self-awareness-as-a-leader' muscles that every leader needs.

Courage, Integrity, Trust

and having Courageous Conversations

Courage enables Leaders to act with integrity, have a voice, and to trust in those around them. Our C-I-T framework will be used to help participants explore courage, integrity and trust in the leadership context and differentiate courage from assertiveness and aggressiveness. C-I-T will also equip participants with the tools to have everyday courageous conversations, and to explore growth mindset concepts in their day-to-day leadership practice.

Outcomes and Growth

Leaders guided by purpose and intent

Leaders too often get 'stuck in the weeds' and feel compelled to 'react in the moment'. Forward towards growth and acting with intent are the conceptual frames used with participants here. Outcomes, innovations, and growth derive from leaders with clarity of purpose and intent.

Level III Listening

the path to empathy and the key to open communication

'To be truly listened to is a striking experience, partly because it's so rare.' Kimsey-House's

Co-Active Coaching work will inform how we take participants through three levels of listening: Internal, Focussed, and Global. Active listening nourishes human relationships and leads to better communication and engagement.

Anchoring Yourself

and staying alive as a Leader

We will use the Ronald Heifetz and Marty Linsky (Harvard) framework with participants here, taking them through practical ways to build their safe place, establish confidants, and explore the nuance between their professional and personal self, all in the quest to help them survive and prosper as Leaders.