



**GIANT**

# Leadership Academy

Unlock the potential of your people

**Contact**

[dereck@klarityculture.com](mailto:dereck@klarityculture.com)

[www.klarityculture.com](http://www.klarityculture.com)

# GiANT Leadership Academy

## Program Overview

The GiANT Leadership Academy is designed to create a healthy leadership culture at all levels of your organization. The 12 month program takes all employees through the same journey, embedding a common leadership vocabulary and language that creates a consistent leadership culture.

The program has a dual focus:

1. Improving the health and performance of every team across the organization. This is supported by GiANT's OS platform which provides a clear, measurable ROI which tracks team health across the organization.
2. Professional development for all employees. This is supported by GiANT's OS Platform which provides tailored learning dashboards for each employee as well as ongoing learning and resources.

The program is designed for the realities of the Digital World whereby workshops are delivered via Zoom with facilitated breakout rooms. It is also designed to multiply capacity inside your organization through up-skilling Catalysts (internal GiANT experts) to deliver coaching clinics and only using GiANT for the things that can't be done internally.

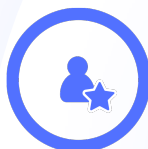
## Program Components



6x Team Workshops (2.5 hours each, led by GiANT team)



6 x Facilitated Team Performance Coaching Clinics (1 hour, led by Catalysts)



6 x Individual Performance Coaching Coaching Clinics (1 hour, led by Catalysts)

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The following page provides an overview of the different program components.



## Team Workshops

- 6 x Zoom Team Workshops - 2.5 hours each. (Months 1, 3, 5, 7, 9, 11)
- Each of the Team Workshops would be facilitated by the GiANT team, each would focus on a key component of team performance - Communication, Relational Trust, Alignment, Execution, Capacity and Culture.
- These workshops are highly interactive with lots of time for teams to work together in Zoom breakout rooms.
- We encourage Intact Teams to make the journey together so that the learning is applied directly to their daily work context.



## Team Performance Coaching Clinics

- 6 x Team Performance Coaching Clinics, 1 hour each (Months 2, 4, 6, 8, 10, 12) for each intact team.
- These are facilitated by Catalysts (internal champions).
- They offer a helpful level of accountability and the opportunity to continue processing the learning from the most recent Team Workshop.
- The GiANT team could facilitate the Team Coaching Clinics if needed.



## Individual Performance Coaching Clinics

- Throughout the program individuals would undertake a personal professional development curriculum on GiANT's OS platform. Curriculum is based on the 5 Voices OS Pro Report and the 5 Voices Coaching Series.
- Alongside this, Catalysts would then run 6 x Individual Performance Coaching Clinics, 1 hour each (Months 1, 3, 5, 7, 9, 11) for each intact team
- They offer a helpful level of accountability and the opportunity to process together individual aha's and learning opportunities.

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## GiANT OS Platform

All programme components are supported by the GiANT OS Platform.

- The Individual Performance coaching clinics are supported by a tailored curriculum on the platform using the 5 Voices Coaching Series & 5 Voices Pro Report.
- At the start, middle and end of the programme (months 1, 6 & 12) all intact teams will take the “Team Performance Assessment” to benchmark reality and track progress.
- In addition Catalysts are also trained to assist Team leaders to access the content most relevant to their performance assessment objectives.
- There is also a wide range of additional materials (content / series / assessments) available on the platform, allowing leaders to compliment their learning.



## Exec Team Performance Coaching - Optional

For executive teams (small groups, 4 max), there is the option of adding Executive Performance Coaching as an additional program component.

These coaching clinics would run 2 x month (1 hour each) and be facilitated by a GiANT Consultant. They are a place to:

- Process and implement learning from the workshops.
- Troubleshooting for live business / team issues.
- Deepen personal & professional development.
- Build peer accountability and shared learning.

There is also the option to add 1:1 coaching / consulting sessions if needed.



# GiANT Leadership Academy

## Year Overview

Month	Workshop Topic	Team Performance Coaching Clinic	Professional Development Coaching Clinic	(OS Platform) Team Performance Assessment	(OS Platform) Professional Development Resources
1	Communication		Led by Catalysts	Team Performance Assessment	Coaching Series Videos Intro 1 & 2
2		Led by Catalysts			
3	Relationships		Led by Catalysts		Coaching Series Videos 3, 4 & 5
4		Led by Catalysts			
5	Alignment		Led by Catalysts		Coaching Series Videos 6 & 7
6		Led by Catalysts		Team Performance Assessment	
7	Execution		Led by Catalysts		Coaching Series Videos 8, 9 & 10
8		Led by Catalysts			
9	Capacity		Led by Catalysts		Coaching Series Videos 11, 12 & 13
10		Led by Catalysts			
11	Culture		Led by Catalysts		Coaching Series Videos 15 & 16
12		Led by Catalysts		Team Performance Assessment	

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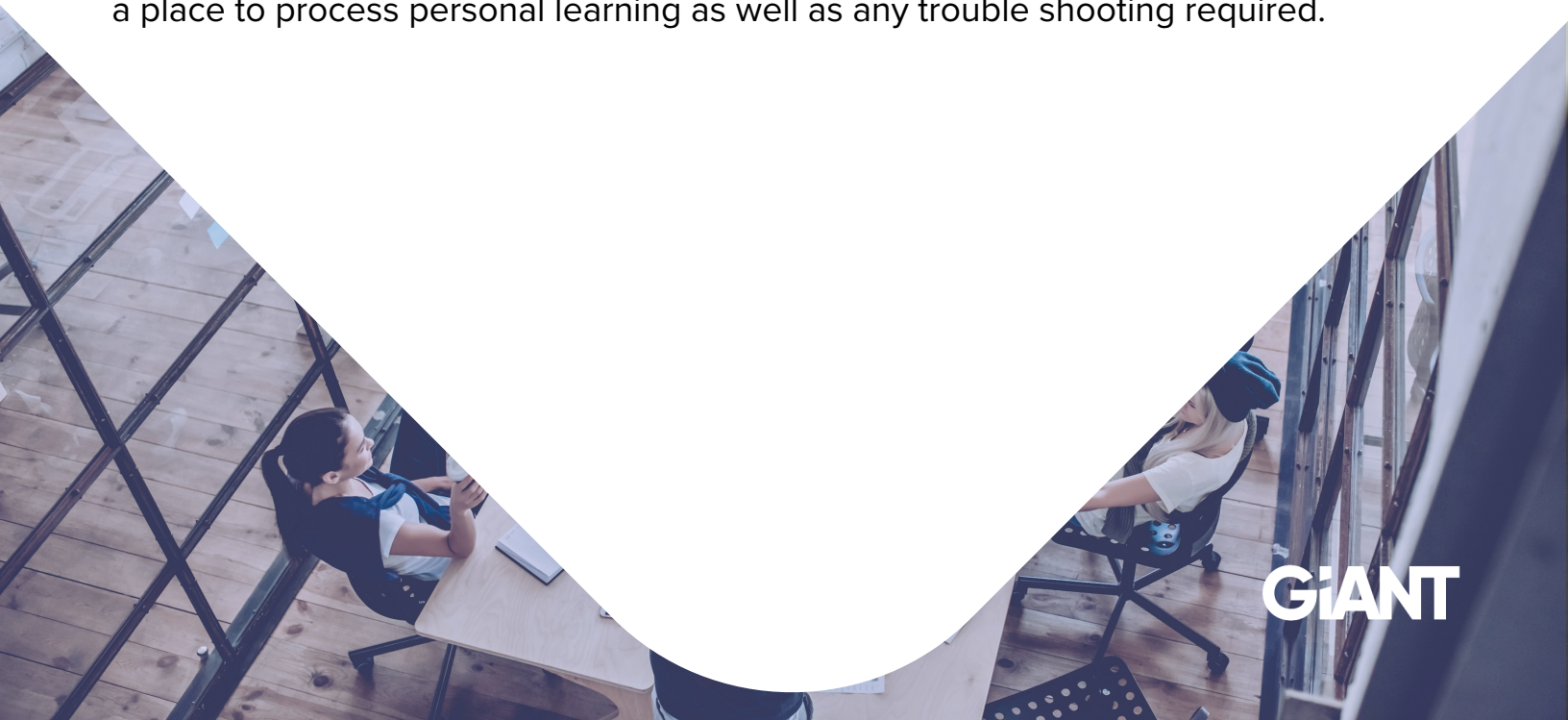
## Catalyst Training

Prior to the commencement of the program, the GiANT team will run a three month training program (1x hour per week) to certify your internal Champions to become GiANT experts. Its focus is to equip your Catalysts to deliver components of the Leadership Academy. By the end of the 3 month training your Catalysts will have the ability to:

- Administer the Team Performance Assessment and interpret the Team / Regional /Division data to target investment.
- Advise team leaders on specific platform resources to increase their team performance.
- Facilitate Team Performance Coaching Clinics using the GiANT CORE group methodology.
- Facilitate Individual Performance Coaching Clinics based on the 5 Voices Coaching Series.

An overview of the 3 - month training programme is found on the following page.

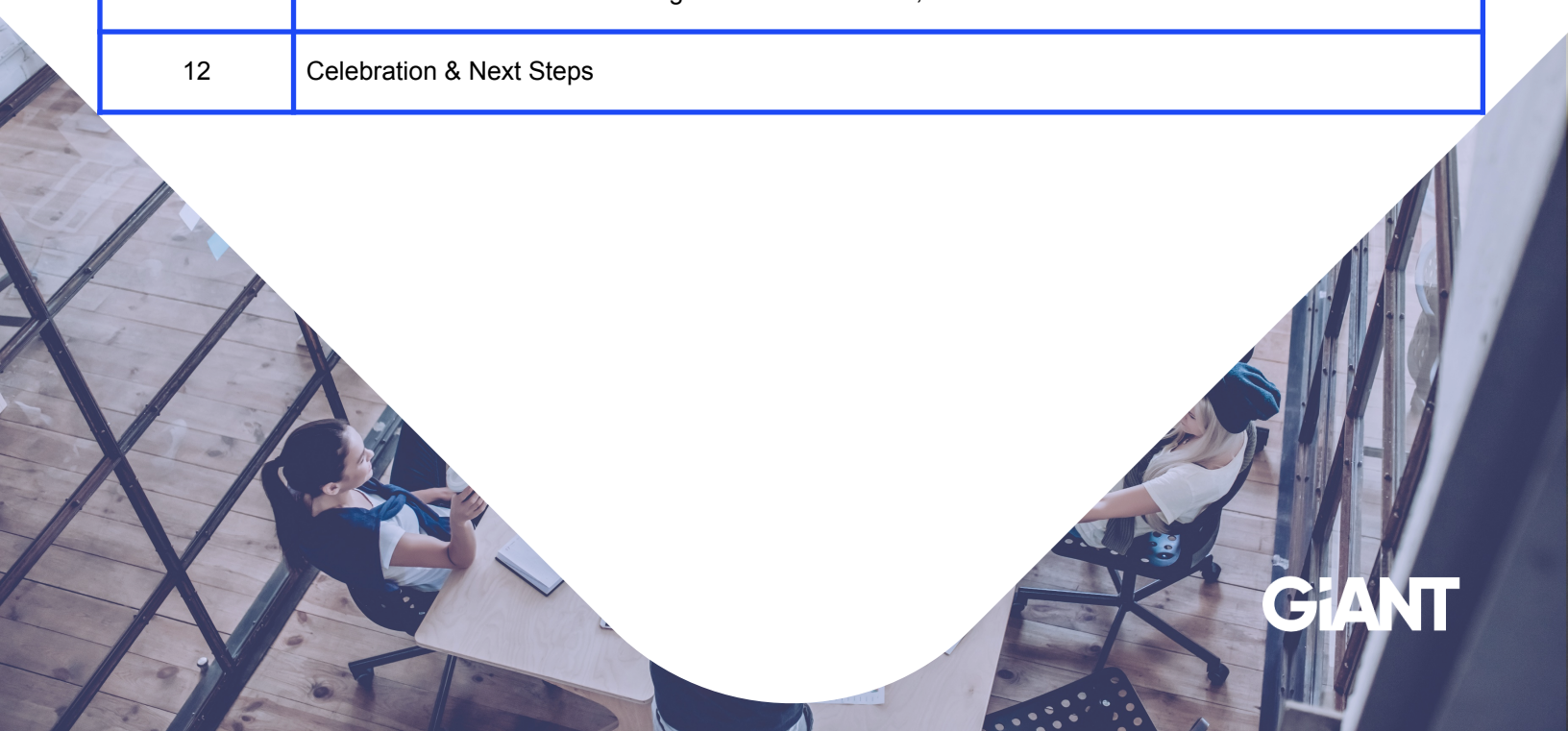
Following completion of the initial 3 month training, the GiANT team will run check in coaching clinics for Catalysts x2 a month for the remainder to the year. These will be a place to process personal learning as well as any trouble shooting required.





## Catalyst Training

Week	Topic
1	Welcome & Platform Overview (onboarding, resources, assessments etc)
2	5 Voices Part One
3	5 Voices Part Two
4	Maximising Influence
5	Communication Code
6	CORE Group Methodology
7	Individual Performance Coaching Clinic - Sessions 1, 2 & 3
8	Individual Performance Coaching Clinic - Sessions 4, 5 & 6
9	Individual Performance Coaching Clinic - Sessions 7, 8 & 9
10	Individual Performance Coaching Clinic - Sessions 10, 11, 12 & 13
11	Individual Performance Coaching Clinic - Sessions 14, 15 & 16
12	Celebration & Next Steps



# GiANT Leadership Academy

## Cost

The program cost varies according to the number of GiANT OS Platform Licenses (\$10 pp p/m) and Catalyst licenses (\$199 pp p/m) required.

A breakdown of program costs can be found here: [Prolific Leadership Academy Cost Calculator](#) This spreadsheet outlines all program costs including: OS Pro Subscriptions, Catalyst Licenses, Catalyst Training/ Support, Team Workshop Delivery and optional Executive Performance Coaching. All boxes highlighted in yellow are editable to allow you to create an accurate program cost to meet your requirements.

Cost Calculator Links:

US - [https://docs.google.com/spreadsheets/d/1ywTbN\\_uq1382CWCmKUzvU8acwBebrX9LK7WCp9e3CK8/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1ywTbN_uq1382CWCmKUzvU8acwBebrX9LK7WCp9e3CK8/edit?usp=sharing)

UK - <https://docs.google.com/spreadsheets/d/1-hupwilijzIHAfpSGsZ2XFFqclEVku7c1iamcmIAFKE/edit#gid=0>

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The GiANT logo is located in the bottom right corner of the page. It features the word "GIANT" in a bold, white, sans-serif font, set against a dark blue background that is part of a large, abstract graphic element on the right side of the page. The graphic element consists of a white, curved shape that overlaps a photograph of a person sitting at a desk in a modern office setting with large windows and wooden floors.