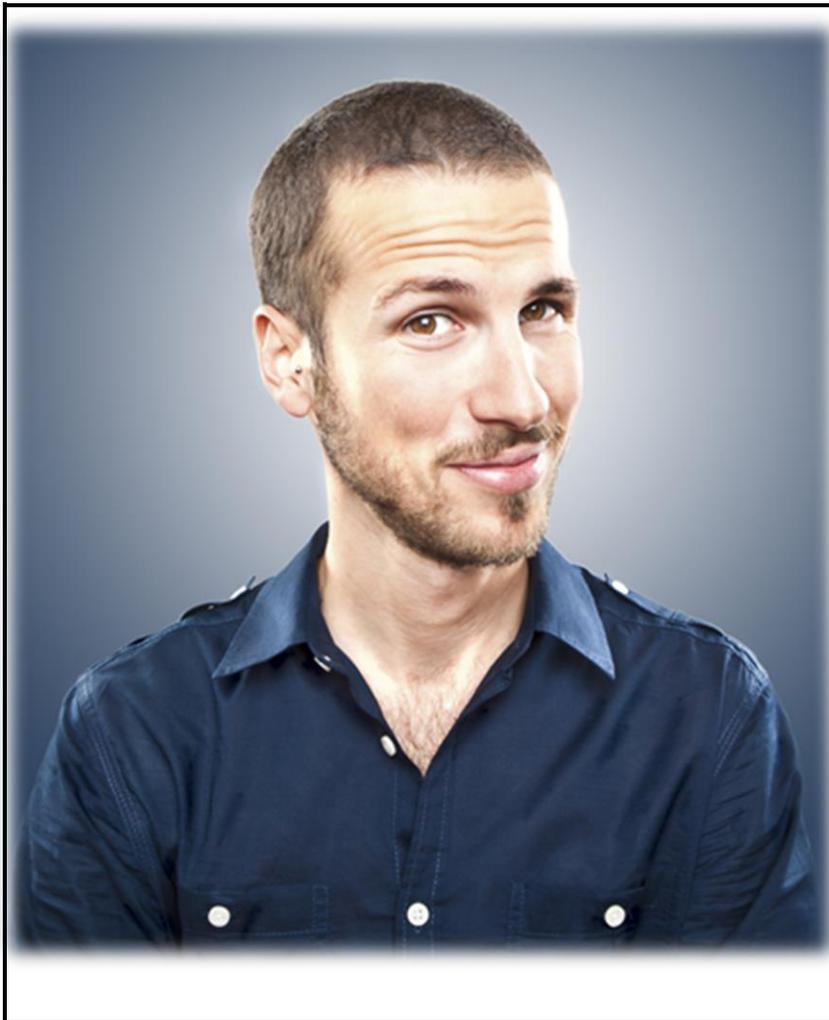


# PEEL HR Consulting & Mediation

	<b>LEADERSHIP DEVELOPMENT PROGRAMS</b>	<b>FOCUS AREA</b>
	<b>Leading Healthy Conversations</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> How can you have a productive and collaborative exchange with an employee?</li> <li><input type="checkbox"/> Clarity, honesty and openness – why are they important?</li> <li><input type="checkbox"/> What is important in a critical conversation?</li> </ul>
	<b>Leading Collaboration</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> How to lead collaborative opportunities</li> <li><input type="checkbox"/> A framework for collaboration within your team</li> <li><input type="checkbox"/> Collaborative techniques and behaviours of a leader</li> </ul>
	<b>Pathways to Performance</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> What can leaders do to turn people into great assets?</li> <li><input type="checkbox"/> Why is performance management often the catalyst to a poor relationship between the leader and the employee when it doesn't have to be?</li> <li><input type="checkbox"/> How do leaders traverse the breadth of coaching, counselling and discipline?</li> </ul>
	<b>Manager as a Coach</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> How can leaders coach people, to lift their performance?</li> <li><input type="checkbox"/> Why can coaching shift performance of individuals &amp; teams.</li> <li><input type="checkbox"/> What are the tools and techniques to get people to perform?</li> </ul>
	<b>Managing Concerns</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> What must leaders do when faced with a workplace concern?</li> <li><input type="checkbox"/> What needs to be considered when making the initial assessment?</li> <li><input type="checkbox"/> What are the range of resolution techniques that are available?</li> </ul>

# PEEL HR Consulting & Mediation

	<b>Manager as a Mediator</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> Do your leaders have the skills to manage workplace conflict, interpersonal issues and complaints at the earliest point to avoid escalation?</li><li><input type="checkbox"/> What are skills required to undertake workplace mediation as an option for the constructive resolution of workplace conflict?</li></ul>
	<b>Frontline Investigations</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> Can your leaders undertake a comprehensive investigation that places the organisation in the best possible position to make a decision on an incident and defend?</li><li><input type="checkbox"/> Are your leaders able to managing an investigation and do they possess the skills necessary for investigating, analysing and reporting?</li></ul>
	<b>Collaborative Enterprise Negotiations Planning</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> What are the different bargaining models and planning you need to do before commencing bargaining?</li><li><input type="checkbox"/> Can a framework support negotiations to run smoothly?</li><li><input type="checkbox"/> How can you ensure momentum in the negotiations and prevent protracted sagas?</li></ul>
	<b>Respectful Workplace Program</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> What are leader's obligations in relation to discrimination, harassment and bullying?</li><li><input type="checkbox"/> What are the impacts of inappropriate behaviours?</li><li><input type="checkbox"/> Are your leaders equipped to respond appropriately when faced with a complaint inappropriate behaviour?</li></ul>