

THE INSPIRING LEADER PROGRAM



INVESTORS IN PEOPLE
ACADEMY
Quality People Quality Business

November 28-29, 2013

9:00AM – 5:00PM

Investors in People L&D Center, McKinley Hill, Taguig City

Open to all Chief executives/Business leaders, Line managers, and HR practitioners

Resource Speaker:

Gerry A. Plana

Investors in People Chief Executive



This course is designed to provide participants with a pathway that will develop their (6) senses of an “Inspiring Leader”, and thereby enhance their ability to improve business performance through people.

Sense of Purpose (Align them),
Sense of Mastery (Develop them),
Sense of Autonomy (Empower them),
Sense of Progress (Recognize them),
Sense of Dynamism (Improve them),
Sense of Credibility (Show them).

BOOK NOW ▶

These six senses of an ‘Inspiring Leader’ is based on good people management practices of INVESTORS IN PEOPLE; an international quality Standard in people management.

When it comes to helping you get results



**INVESTORS
IN PEOPLE**
means business

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THE INSPIRING LEADER PROGRAMME

OBJECTIVES

To succeed in a fast changing business environment requires a new breed of leaders. These leaders realize the limitations of authoritative methods to get things done and are exploring new ways of sustaining performance in a highly volatile and unpredictable business landscape. These leaders are going beyond just motivating people to drive business results, they are beginning to use inspiration as a deliberate strategy to build people's commitment to achieve business goals.

This course is designed to provide participants with a partway that will develop their (6) senses of an "Inspiring Leader", and thereby enhance their ability to improve business performance through people. The six (6) inspiring leader senses that have been identified are: Sense of Purpose (Align them), Sense of Mastery (Develop them), Sense of Autonomy (Empower them), Sense of Credibility (Show them), Sense of Progress (Recognize them) and Sense of Dynamism (Improve them). These six senses of an inspiring leader is based on good people management practices of Investors in People; an international quality Standard in people management.

WHO SHOULD ATTEND?

Open to all Chief executives/Business leaders, Line managers, and HR practitioners

DURATION	CONTENT OUTLINE
Day 1	<p>I. Introduction</p> <ul style="list-style-type: none"> ▪ Inspiration defined ▪ Differentiating inspiration from motivation ▪ Leadership Behaviors from the Investors in People standard

DURATION	CONTENT OUTLINE
Day 1	<p>II. SENSE OF PURPOSE (Align them)</p> <ul style="list-style-type: none"> ▪ Leader behaviors that build sense of purpose ▪ Developing “line of sight” ▪ Answering the why question ▪ Making a positive difference ▪ Vertical and horizontal alignment <p>III. SENSE OF MASTERY (Develop them)</p> <ul style="list-style-type: none"> ▪ Leader behaviors that build sense of mastery ▪ The value of growing people ▪ Building on people’s strengths ▪ Using on-the-job experiences for developing people ▪ Developing clear and relevant L&D plan <p>IV. SENSE OF AUTONOMY (Empower them)</p> <ul style="list-style-type: none"> ▪ Leader behaviors that build sense of autonomy ▪ Trust: the foundation of an empowered workplace ▪ Different approaches for involving people ▪ Empowering through decisions, information, resources ▪ Nurturing an open environment
Day 2	<p>V. SENSE OF PROGRESS (Recognize them)</p> <ul style="list-style-type: none"> ▪ Leader behaviors that build sense of progress ▪ Value positive reinforcement ▪ Different ways of giving Recognition ▪ Factors that make recognition powerful ▪ Milestones and celebrations <p>VI. SENSE OF DYNAMISM (Improve them)</p> <ul style="list-style-type: none"> ▪ Leader behaviors that build sense of dynamism ▪ The value of continuous improvement ▪ Metrics, learning from experience, continuous improvement ▪ Managing innovation ▪ Managing change <p>VII. SENSE OF CREDIBILITY (Show them)</p> <ul style="list-style-type: none"> ▪ Leader behaviors that build credibility ▪ Credibility: basis of effective leadership ▪ Develop your leadership point of view ▪ Lead by example <p>VIII. BACKHOME PLAN</p> <ul style="list-style-type: none"> ▪ Develop a plan to become an Inspiring Leader

METHODOLOGY

The module is delivered through class based learning and makes maximum use of experiential learning and group sharing and discussion, and individual and group work, workshops during the seminar, as applicable.

Facilitator



Mr. Gerry A. Plana, FPM

Gerardo A. Plana or “Gerry” as known to friends and colleagues has had more than 30 years in the field of human resource management and organization development. In the HR and OD field, Gerry is considered an all around professional having had extensive experience as HR Consultant to more than 200 organizations and having occupied the top HR post in a sugar, pharmaceutical, and Telecoms Company in the Philippines.

He is the Chief Executive of the Investors in People - Philippines (IIP Philippines) and the , which is the sole full-licensed quality center in the Philippines and Asia. Concurrently, he is an accredited Investor in People Practitioner (both Adviser and Assessor). He’s trained and accredited by Investors in People International, based in UK (www.investorsinpeople.com), the worldwide operations arm of the IIP United Kingdom. He is also the CEO of Inspiring Partners, Inc.

Gerry is also a member of the Civil Service Commission’s Multi-Sector Advisory Council. He particularly handles the Internal and External HR sub-committee of the commission.

Gerry is the former executive Director of the People Management Association of the Philippines (PMAP) – the leading HR organization in the Philippines with a membership base of 1,700 corporate members throughout the country. As executive Director for more than 11 years of PMAP, Gerry has made substantial contributions in Thought Leadership by constantly introducing new HR programs and HR frameworks and methods that elevated the practice of Strategic Human Resource Management. He is also the Chairman of the Philippine Society of Training and Development (PSTD) Board of Trustees and a member of Board of Trustees of St. Scholastica’s West grove.

Gerry is a former Vice President of the Personnel Management Association of the Philippines 1995; Secretary General, Asia Pacific Federation of Human Resource Management 2004-2005 and Board of Director, Career Executive Service Board in 2006.

SIGN UP FORM

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Yes, I will sign up for the : The Inspiring Leader Program

Name (First, Middle, Last)	
Signature	
Nickname	
Designation	
Name of Organization	
Company Tin Number	
Business Address	
Email Address	
Telephone, Fax & Mobile nos.	
Type of Industry	
Size and No. of Sites	
Additional participant/s: (name and designation)	