Leadership Development Program

What is it?

The Leadership Development Program (LDP) is a unique residential course specifically designed to address the challenges, opportunities and unique circumstances of leading and managing within privately owned businesses.

Facilitated by industry leaders, the course was designed to empower senior managers and small business owners to drive business growth and direction. While undertaking the program, participants further develop practical business leadership skills and build a strong network of other senior leaders from private companies across a range of industries. In addition, participants complete a work-based project that delivers real value to the business.

Who is the LDP for?

This program is for senior managers in private businesses and small business owners ready to step up as real business leaders. It recognises that owners need a capable leadership team – and that managers need to understand the realities of running a private business. By the end of the program, you'll refine your leadership style, improve your ability to manage people and results, and return to work with new tools and clarity to drive the business's growth and success.

How is the LDP different?

Most leadership programs are full of managers from corporate and government organisations and focus solely on theoretical models of personal and people leadership. However, managing and leading in a private business is different. It's practical, broad and requires leaders to be more agile and strategic in their approach.

LDP is a practical, hands-on program focused on the application of a comprehensive range of business management and leadership expertise into private companies.

What will you gain from the program?

- Improved leadership, communication and management skills.
- Tools and techniques to be a more effective manager including, delegation and performance management.
- A solid understanding and application of financial principals using a proprietary finance simulation.
- How to think strategically, action, and implement ideas into the business.
- A project based on tangible results for the business.
- Better understanding of systems, strategic marketing and operations.
- A strong network of other successful leaders from a range of industries.

Program Outline

The Leadership Development Program is a unique and comprehensive residential program made up of two 3-day workshops conducted over a two month period, with a 1-day implementation day six weeks later.

The format of these sessions include small and large group sessions, one-on-one discussions, and feedback panels. Case studies, real world examples, business tools and frameworks are used to help participants apply their learning to their business situation.

BLOCK 1 (3 days)

Managing and Measuring Performance

- Reflection and evaluation of personal performance and effectiveness
- Management skills, interpersonal skills, performance management
- Sound people practices
- Business planning and execution
- Principles of marketing - understanding your customer
- Building successful teams
- Communication skills and development

Management Analysis

BLOCK 2 (3 days)

Driving Business Value

- Developing workplace culture
- Knowing the numbers - key principles of accounting and finance
- Employment relations and employment law
- Managing change and transition
- Systems & technology improvement
- Leadership 360 feedback
- Personal effectiveness

360° Leadership Review

BLOCK 3 (1 day)

Resilience

- Wellbeing & resilience
- Project Presentation
- Personal development plan
- Reflection motivation
- Celebration

Resilience Assessment

LEADERSHIP PROJECT

Throughout LDP, participants will complete a company-based project. This is to ensure the best possible outcomes in terms of strengthening the integration of strategic thinking and action between the business owner and the senior management team. The project will be carefully selected to build on aspects of business development that are central to the company's strategy.

This project delivers real value to the business and allows participants to apply what they are learning immediately, with visible results.

Business Improvement Project

The LDP Experience

Location

LDP is structured as a residential program. This allows participants to focus on the program and immerse themselves in a reflective and challenging learning environment away from day-to-day distractions.

We host the programs at a variety of venues, within a short drive of Brisbane or Sydney. Private accommodation and meals are included in the program fee.

Your Peers

You will meet other like-minded senior managers working in private businesses with similar issues and a desire to improve their business and personal leadership skills. We find that the participants bond quickly and enjoy growing a support network that they can rely on during and post program.

Program Format

Each program consists of two x 3 day (2 night) resisential stays, followed by a one-day program

Blocks 1 & 2 begin at 10:00am on Day 1 and run through to 3:00pm on Day 3.

Block 3 is a one-day program starting at 9:00am, finishing at roughly 7:00pm, including an early evening drinks reception and presentation.

Program Facilitators

Each Leadership Development Program is assigned a Lead Facilitator to guide participants and ensure they understand and can apply the content as the program progresses.

Shirley Smith has over 20 years executive HR experience, Shirley has achieved great success for her clients by fusing the alignment between business goals and employee focus. This strategy creates escalating momentum towards business goals and a happier workplace.

Shirley has held positions of General Manager Human Resources for a National Hotel Group, Training Manager for an Industry Organisation and Sales Manager for commission only representatives. She has conducted and led change management programs for American Express, Brambles, NSW Rail and Optus Communications in Australia and Asia Pacific.

All programs have been based on engagement with the workforce to deliver measurable results. Some examples are reducing staff turnover from 110% to under 10%, increasing sales by 25% or meeting launch targets on new products to market.

Shirley primarily concentrates on partnering with small to medium sized businesses to create momentum towards business goals and is currently working with clients in the agricultural, professional services and arts arenas.

Jo Clayton is an experienced Director, Facilitator and Advisor, working directly with business owners and their leadership teams.

Jo understands the issues business owners contend with, having to balance managing the business day-to-day whilst thinking strategically about the future. She enables them to take a more proactive approach to managing their businesses and leading and developing their people, working closely with them to help build the disciplines that they need to sustain growth.

Many of Jo's clients have enjoyed significant growth by working with her to get the right building blocks in place. She assists with developing strong and clear businesses plans focused on the current and future needs of their customers, and then building significant capability within their leadership teams to create organisational depth and succession.

In addition to facilitating the Leadership Development Program, Jo directs the Icehouse Leadership Development Program, and regularly contributes to the Owner Manager Program (NZ).

Program Presenters

Regular presenters include:

Mandy Johnson

Bestselling author; a former UK Director and Australian “Peopleworks”Head at Flight Centre Ltd (15,000 employee, global travel retailer); and an active speaker and advisor to both public and private organisations.

Nash Pinto

Nash works with people and organisations to challenge their thinking, understand their problems and collaboratively create solutions that are different.He works with organisations and their leaders to rethink, reimagine and reset where their business is heading.

Toby Ford

CEO & Founder, FORD Health Group, is a leading expert in corporate health and wellbeing services to workplaces across Australia including Accenture, QLD Government, Rio Tinto, Komatsu, Thiess and many more.

Blake Redding

Blake’s consulting career as a psychologist has been inspired by his passion for people development and a fascination with how people impact an organisation’s performance and success.

Ben Cooper

Recognised for his ability gain an in-depth understanding of client issues and organisational imperatives, Ben provides proactive & pragmatic advice on matters including discipline, termination of employment, redundancy, discrimination & the development of workplace agreements.

Sven Hansen

Sven is a medical practitioner who has pioneered preventative medicine, stress mastery, emotional intelligence and cognitive training. His key message is the imperative to integrate physical, emotional, cognitive and moral resilience.

Anthony Davidson

An independent strategy advisor with over 25 years’ experience, Anthony’s focus is assisting organisations to create sustainable growth. He consults to Boards and leadership teams across a huge range of industries.

Barry Johnson

A fellow of the Institute of Chartered Accounts and CPA Australia, Barry was historically an accountant in Public Practice. He now delivers the Income Outcome finance simulation to many fortune 500 companies in China and the rest of Asia while sitting as a Director of 12 companies.

Rob Douglas

Executive Director, Australian Owner Manager. In his early career Rob helped to establish several startups and has since worked extensively in developing executives at executive education at Waikato Management School NZ and more recently at UQ Business School.

Owner Manager Impact

More than 320 Australian businesses have engaged with Owner Manager over the past 10 years. Growing not only their businesses, but also contributing to the overall Australian economy in a big way. Our aim is to help owner managers build sustainable business models with competitive advantage and a clear strategy for future growth. **This is made possible when a strong leadership team is in place.**

95%
of alumni said OMP gave them personal & business clarity and direction

98%
of alumni described OMP as a catalyst for change

98%
of alumni reported OMP has had a positive impact on their personal wellbeing

20%
Average Revenue Growth p.a.

222%
Average Profit Improvement

$7.4bn
Revenue of OMP alumni in 2022

39%
expanded to new domestic or international locations

10K+
Staff employed by OMP alumni

Program Fees

$12,450 (excl. GST)

$10,950 (excl GST) for leaders from OMP alumni businesses

*Monthly payment plans available

The fee covers all materials, business and psych assessments, personalised input from a range of business specialists, accommodation and meals (2 nights in blocks #1 and #2). The only things that are not included in your program fee are travel to and from the venues, drinks and incidentals during your stay.

LDP Registration Process

Step #1	Book an informal, no obligation chat with Program Director, Rob Douglas to discuss whether LDP is right for you/ your manager(s) (Phone, Teams or in-person)
Step #2	Complete the registration form (revenue, staff numbers, objectives, etc.) REGISTER NOW
Step #3	Acceptance and deposit

BOOK A CALL

Rob Douglas
Executive Director
Australian Owner Manager
E rob.douglas@ownermanager.com.au

"The LDP isn't a therory based instruction. It gives attendees practical and actionable insights into being a better leader. Make no mistake, this is not a management course. It's a leadership program.

Steve Ellis | Prescience Technology (LDP'09)

Who we are

Growing out of work completed at the University of Queensland Business School and the International Centre for Entrepreneurship, The Icehouse, the Owner Manager Program (OMP) has improved the businesses and lives of hundreds of owners over the last two decades.

Following our merger with MYMAX, we've expanded our services to include advisory support for business owners looking to push their potential. We're committed to developing owners and their senior managers through our flagship courses, the Owner Manager Program (OMP) and the Leadership Development Program (LDP).

Foundation Partners:

icehouse

The University Of Queensland AUSTRALIA

Program Partners:

MAPIEN WORKPLACE STRATEGISTS

SPICERS RETREATS

FORD HEALTH

FBA FAMILY BUSINESS ASSOCIATION

QHA QUEENSLAND HOTELS ASSOCIATION

Australian Institute of Architects

RIN resource industry network

MACKAY REGION Chamber of Commerce

Flagship Programs:

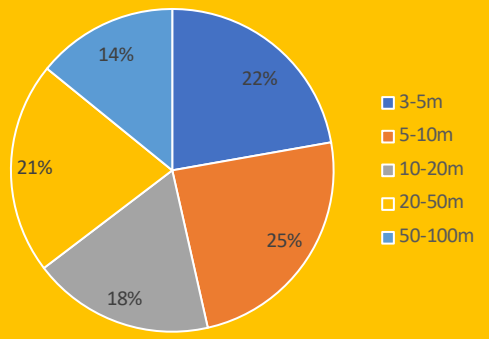
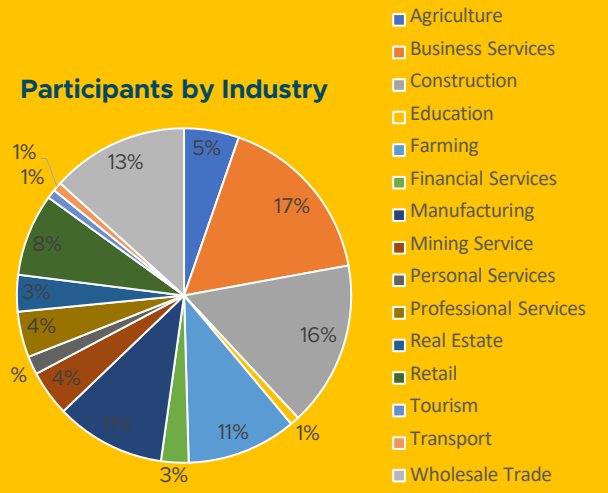
OMP OWNER MANAGER PROGRAM

LDP LEADERSHIP DEVELOPMENT PROGRAM

Who we work with

We are private business specialists. Our flagship Owner Manager Program is designed for mid-sized businesses with revenues between $5m - $100m, while LDP is better suited to smaller business owners and senior leaders in mid-sized organisations. Our program appeal to both family and private businesses from a broad range of industries.

Participants by Revenue $m



Participants by Industry