



**Diploma of Management**  
BSB51107

the proteus  
**Impact Leadership**  
program

*A program for leaders of people and culture*

# Impact Leadership

Proteus Leadership Centres



On behalf of the Proteus team I would like to thank you for enrolling into our exciting Impact Leadership program.

Proteus has been facilitating leadership and management programs since 1993 and we are proud of our success in assisting people to achieve their personal and professional goals.

Throughout the program we hope to validate and increase your leadership skills, provoke and motivate you to take the next step in reaching your potential as a leader and give you practical ways to apply current leadership strategies to your everyday life.

We ask all participants to interact during the program by asking questions, engaging in the activities and sharing your experiences with the group.

We trust that you will enjoy participating in our Impact Leadership program and also enjoy the numerous benefits that thousands of previous participants have gained through the Proteus programs.

A handwritten signature in black ink, appearing to read 'Des Penny', is written over a light grey circular background.

**Des Penny**  
Leading Executive Officer



# About Proteus

Proteus Enterprises Pty Ltd trading as Proteus Education and Training is a Registered Training Organisation – Provider Number: 21518 operating within The Proteus Leadership Centres.

Under the direction of both Leading Executive Officer Des Penny, and Leading Director Richard Dore, our team is dedicated to providing Human Resource Management solutions that assist organisations in creating a more positive culture within the workplace.

The company was named after the Greek God 'Proteus' who had the ability to change form to suit the situation or environment.

As facilitators of cultural change, our approach to the Education and Training and Human Resource Management needs of our clients is also based on the philosophy of being flexible, and finding the appropriate solution for each problem.

Proteus Leadership Centres have been providing Human Resource Management and Cultural Change training around Australia for many years.

Our programs are relevant and combine adult learning principles, which assist with both personal and professional development.

We pride ourselves in delivering information that participants can use immediately in the workplace.

# Diploma of Management

## Notes

### Impact Leadership

This exciting leadership program has been designed to have an immediate impact on individuals and organisations as it brings theory and work related experience together. It is practical, contemporary and focuses on both personal and professional development. The program looks at the real issues occurring in the workplace and assists participants in discovering relevant solutions to these issues. It gives people a unique learning opportunity to further develop their leadership skills and potential, while recognising the experience they already have.

The program confirms the need for a professional and productive workplace and aims to provide ways to create a more positive culture. It also assists participants in establishing strategies for the implementation of their learning back in to their workplaces.

### Diploma of Management

Proteus Enterprises Pty Ltd trading as Proteus Education and Training is pleased to offer national recognition for its Impact Leadership course.

The Impact Leadership program combined with assessment activities meets the elements of the **Diploma of Management** qualification (BSB51107).

To complete the assessment requirements of the Diploma of Management, participants will be required to apply the knowledge and skills acquired throughout the program back at the workplace. Your assessor will provide specific information about these assessment requirements.

# Introduction

## Lead Or Be Led

*"The only definition of a leader is someone who has followers!"*

**Peter Drucker**

### Introduction to Leadership

At Proteus our Mantra is quite simple: **To Create Great Leaders**. In doing so our vision is to create great workplaces where people have the environment and the types of leaders that will assist them to grow and reach their potential.

Our big challenge is to rid workplaces of dysfunctional relationships and to motivate managers to take full leadership responsibility and see their leadership journey and growth as one of the most exciting adventures of their lives.

There is an old saying that: **'People join companies but they leave managers'**, and certainly in a contemporary environment, people need to be led differently from the past ... as the old autocratic style of 'command and control' management is dead!

However the good news is that, although people will leave bad managers, they will **stay for great leaders**.

Contemporary workplaces require a new type of leader. Team members want to work in an environment where leaders build relationships and where people are engaged and feel connected.

## Notes

# Lead Or Be Led

## Notes

Successful leaders know how to reach their goals, while bringing their people with them, but are courageous enough to keep things simple. Leadership is not a secret! It is about applying tested principles that work, into everyday practice.

So what is the Proteus approach to leadership?

### Proteus Core Principles on Leadership:

- Leadership is a privilege (not an entitlement or right)
- Leaders are passionate
- Leaders are solution-focused
- Leaders take full responsibility
- Leaders model the right behaviour (words match actions i.e. congruent)
- Leaders regularly take the lead or choose to be led (lead or be led)
- Leadership continually evolves

*“Leadership is influence - nothing more, nothing less.”*

**John C Maxwell**

# Leadership Is For Grown-Ups!

*"You are the author of your day. So write your own story."*

**Robyn Moore**

The challenge in becoming an effective leader is the same one that you face in becoming a mature adult. As children we naturally develop a psychology of approval, children are the co-author of their lives with their parents, teachers and other influential figures. However as an adult we need to **choose to become a fully responsible person who is the author of our own story.**

Martyn Newman, author of Emotional Capitalists, warns us of what he calls the '**Snow White Syndrome**'. Whereby we are in adult bodies but still playing a childhood role, 'lying on the slab' just waiting to be rescued. His contention is that leadership is for adults and we need to **Wake up and get off the Slab!** Become a fully responsible adult as Leadership is for grown-ups.

You can either take the lead in reinventing your own future, or you can be overwhelmed by chaos and change and let someone else lead you.

**Leadership and being passionate are choices that you need to re-commit to every day. So lead or be led – it truly is a choice!**

## Chinese Proverb

*"Not the cry, but the flight of the wild duck, leads the flock to fly and follow."*

## Notes



## Activity Introduction

*“Management is efficiency in climbing the ladder of success; leadership determines whether the ladder is leaning against the right wall.”*

**Stephen Covey**

**What are the current workplace challenges that impact on your ability to lead effectively?**

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**What do you expect to gain from participating in the Impact Leadership program and what would you like to implement back into your life?**

**Professional Commitment:**

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**Personal Commitment:**

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*“You cannot climb the ladder of success dressed in the costume of failure.”*

**Zig Ziglar**