

## Leaders in (Tropical) Hot Water!

### A 3-4 day leadership 'LOOKING IN THE MIRROR' experience on Lady Elliot Island, Great Barrier Reef – March 2011



*Ask yourself this question... "If your team was asked to vote for their real leader, would they vote for you? Could you influence your staff if you weren't the boss? Are you really your team's leader, just their manager, or perhaps only their boss?"*

There's a saying "**Leaders are like tea bags**, you don't know how strong you are until you are in hot water"

Is it time for you to invest time, and **take a 'helicopter view'** - learning and reflecting on your leadership?

Or are you 'in the trench', **too busy just managing** - answering emails and attending meetings instead of engaging with your team, creating an environment where they want to give their best.

If it is time for you to 'sharpen the saw', seriously consider joining us on a leadership learning experience that puts you in hot water (putting your leadership to the test) including minimum **water temperatures of 23 degrees C**. - thanks to the beautiful coral reef of Lady Elliot Island on the Great Barrier Reef.

**Our passion is leadership**...helping executives and managers understand the real differences between leadership and management, giving you an opportunity to explore your leadership - what works, what doesn't and what to do about it.

Most organisations place a **high priority on management** – managing for bottom line results by focusing on efficiency, policies & procedures and profitability. While this is important, we believe that if you are a good manager but a poor leader, then **welcome to the top of your career**...you probably won't go any further up the corporate ladder.

These days it's not enough just to be a good manager – you also need to be a good leader.

**Leadership is about "people skills"** - the focus is people, not profit! By showing that you **really do care**, you create a motivational environment for each individual and for your team to do their best. Leaders understand you are only as good as your team...they can make you or break you.

**Leadership** is about making new things happen - it's about innovating and influencing - **creating change by taking risks**. It's therefore also about **courage!**

Be honest – **do you have the courage to join us** on this innovative experience, to look in our leadership feedback mirrors, to understand what your team are really saying about you in the coffee shop...you can't lead in the dark!

The benefit for you is that you get a clear understanding of what is and what is not **working for you**.

You can then reflect on the following...is that the impact I want to have? If not, what do I wish to do about it?

Our leadership experience will **create many ideas & options** for you to investigate. What you decide to do with these depends on you.



### **Leadership is Action Based**

Bridgeworks in conjunction with Seair Pacific & Lady Elliot Island have designed one of the **most unique and powerful leadership** experiences in Australia. The program is very hands-on and practical bringing together over 20 years experience combining Outward Bound, Integro and Bridgeworks Leadership journeys.

You will be joining other leaders pioneering this leadership experience based on the magical Lady Elliot Island. **Leadership is action based**, thus expect much of the program to be outdoors including snorkelling challenges on the Barrier Reef.

Due to the **private charter plane** taking us from Brisbane to the Island, we are limited to a maximum of 12 enthusiastic participants.

I hope you can join us in what will be one of Australia's premier leadership experiences. Although **only 3 days**, this will be a lasting and perhaps a **life-changing experience** – not to be missed!

**Wayne Dyson** - Director & Facilitator

**Lady Elliot Island website:** <http://www.ladyelliott.com.au>

**Bridgeworks website:** [www.bridgeworks.com.au](http://www.bridgeworks.com.au)

## The Process: What do your people really think of you?

Do you understand exactly what your team are **saying about you in the coffee shop**? – you can't lead in the dark.

Integro's powerful '**How Others See You**' mirror feedback system provides you with an accurate, quality measure of how your team sees your leadership. This includes your leadership style, your strengths, weaknesses, what intrinsically motivates you, how you build trust.

When did you last get good quality measures on your leadership effectiveness?  
When did you last have a **fierce conversation** about what style of leadership best works in the current workplace?

We give you the opportunity to compare and contrast 'How You See Yourself' with 'How Others See You'...perception vs. reality

## I know... you already know everything.

People call much of Bridgeworks' development process as "**intuition**". They're right.

The trouble is most people nowadays have **blocked off the intuition** nature gave them. In trying to live up to images we think other people have of us, we hide our true colours in case someone thinks they're the wrong colours.

We'll **let nature help you along** on this program. A good part of this process is outdoors. And yes, that includes some leadership challenges snorkelling the reef. After all, we believe that people learn more when they are engaged, having fun and can see relevance in the learning.

At Bridgeworks, that is what we are good at. **Making the experience relevant** and ensuring the learning is transferred immediately back into the workplace.

## Leadership fundamentals covered:

- € Why should anyone be led by you? Your purpose, your values, your influence
- € Why trust is key to improving leadership. Do you create a climate of trust?
- € The 4 elements of trust and how to use them
- € How to identify and understand different behavioural styles
- € Understanding your own strengths and weaknesses and what to do to increase your effectiveness
- € Creating workplace environments where people feel comfortable with change
- € Understanding why people have conflicting priorities and what to do when they are in conflict
- € How to build bridges to people who are not like you to gain their co-operation and win-win outcomes

## Recent CEO's comments on the Bridgeworks process

- € "The program educated you a lot on your style & other's styles. How to be a team and work together. It breaks down walls, both personal and inter-relational. It is vital to a more healthy attitude within a leadership team"
- € "The program built a better understanding of self and work colleagues enabling a more customised approach/response with each other; and thereby better relationships"
- € "I like the way he (Wayne) operates – his openness and his honesty. I like the way he tackles the tough issues. He creates a safe enough environment for people to open up."
- € "Thought provoking and amazing watching the change in people".
- € "I enjoyed it, never felt bored, was challenging"
- € "When the trust is gone in some relationships, Wayne is able to breakdown the problem and be able to facilitate positive outcomes and mend relationships."

### Dates in 2011:

Thursday PM 10<sup>th</sup> March – Sunday PM 13<sup>th</sup> March  
Tuesday PM 15<sup>th</sup> March – Friday PM 18<sup>th</sup> March

### Prices (ex-Brisbane) – All inclusive

- € Return Seair Pacific flights Brisbane to Lady Elliot Island
- € All accommodation in Eco lodge on LEI
- € All meals at LEI resort
- € All snorkelling equipment & wet suits
- € "How Others See You" mirror feedback on your behavioural style, strengths, weaknesses and intrinsic motivations
- € "How Others See You " feedback on your leadership effectiveness, including specific behaviours and attitudes for your development in building trust, the foundation of leadership
- € Comprehensive manual, support materials, "How I See Myself" profiling
- € Outdoor scenarios



**Individual Booking:** AU\$3,950pp (normally \$4,250pp)  
**Multiple Booking:** AU\$3,500pp (nearly 20% saving)

**Group or Team Booking:** Are you wanting your team to Work & Lead together more effectively? Talk to us about the Lady Elliot Island experience. Also powerful for Lead, Sales & Operations teams – building collaboration and team effectiveness.

*Bookings require a AU\$950 deposit to hold your place (non-refundable 4 weeks prior to program). Full payment is required prior to program.*

# Wayne Dyson

## Facilitator “Leaders in (Tropical) Hot Water” Director, Bridgeworks

Wayne believes leadership gives the edge in business success.

**Leaders must excite people** with a bold vision, energy, intelligent optimism and persistence. They must be prepared to **‘look in the mirror’**, know themselves and the impact they have on others.

Education and learning have always been passions for Wayne. After teaching Physics, Mathematics and Physical Education a number of years, he decided the ‘learning by doing’ approach worked best – thus his transition to Outward Bound Australia – **an experiential and outdoor learning** environment.

Bridgeworks was inspired by these early experiences instructing and managing personal development expeditions with both Outward Bound Australia and Wilderness Inquiry (USA). These **outdoor ‘people laboratories’** included corporates such as BHP, Westpac and CBA. The process challenged people’s leadership, performance under pressure and ‘emotional intelligence’. Wayne pushed the envelope by pioneering adventure programs involving **people with disabilities**.

Wayne then partnered for several years with Management Consulting firm, Integro before establishing Bridgeworks in 2000. He works with **leaders and executive teams** – including sales & operations teams.

His clients include, Fenner Dunlop, RACV, Mazda, Commonwealth Bank, PFD Food Services, Bristol Myers-Squibb Pharmaceuticals, Australian Unity, Cummins Diesel, CGU, CCI Insurance, Baker’s Delight, ANZ, Snap Printing, Crazy Johns, Tennis Australia, Phoenix Netball team, Smorgons Steel, and many more...

His programs have been delivered nationally, USA, SE Asia, UK, South Africa & NZ.

The common thread through all these experiences is Wayne’s ability to help people build relationships and **community for win-win results**.

This is the essence of Bridgeworks today. He is married with 3 kids.

