

ORGANISATION

INDIVIDUAL

# FOUR LEGS LEADERSHIP

BEHAVIOURS

INFLUENCE

A COMPREHENSIVE PROGRAM  
FOR LEADERS IN THE  
NOT-FOR-PROFIT SECTOR

**NICKI  
BOWMAN**

LEADERSHIP CONSULTANT | SPEAKER | AUTHOR

## EXCEPTIONAL LEADERSHIP OCCURS BY DESIGN

If you are a not-for-profit organisation looking to make the most of scarce resources, drive collaboration, creativity and resilience and thrive in an increasingly volatile environment – then the quality of your future leaders cannot be left to chance. Future leaders must be nurtured, mentored, supported and taught the skills they need to provide the exceptional leadership your organisation deserves.

So what is exceptional leadership? It's the ability to deeply understand and effectively manage yourself, even in the most challenging times. To create a psychologically safe environment where your teams can thrive and consistently deliver their best work. And it's about how you are able to influence all of the stakeholders you connect with so that you can ensure ongoing support for the critical work of your organisation, even in the toughest times.

All of these qualities can be learned, practiced and refined – which is exactly what the Four Legs Leadership Program is designed to do.



**“With the right leadership tools  
– the future is limitless”**

# FOUR LEGS LEADERSHIP PROGRAM

The Four Legs Leadership Program is a holistic leadership program designed to provide participants with the tools, skills and insights to build resilient, innovative and collaborative teams – and deliver outstanding results. The Program has been customised to meet the specific needs of the not-for-profit sector.

The program incorporates the four core themes which are critical for the development of successful leaders. These themes are:

1

## INDIVIDUAL

Understanding and leveraging your own strengths and combining these with self-management and resilience techniques

2

## ORGANISATION

The fundamentals of requisite organisational design and its impact on leadership outcomes

3

## BEHAVIOURS

The five key behaviours leaders need to master to achieve the best outcomes from their teams

4

## INFLUENCE

Powerful communication techniques to tackle the tough conversations and influence peers, superiors, clients and other stakeholders

# OUTCOMES

***Your leaders will emerge from the program with the ability to:***

- Understand and leverage their own strengths and those of their team
- Implement strategies to take control of their time and deliver on their most impactful priorities
- Appreciate the impact of organisational design and role fit on the effectiveness of both themselves as a leader and their team members
- Deliver to their teams an environment and leadership style that facilitates peak performance, creativity and adaptability
- Communicate with their teams, superiors, clients and other stakeholders in a way that affords them maximum impact and outcomes

## WHO SHOULD ATTEND?

The program fits best for those who are in the early-to-mid stages of their leadership careers and are seeking to significantly increase their leadership skills and impact.

It is also recommended for more senior leaders who have had limited exposure to leadership training and/or may have spent much of their career in technical roles and are now seeking to move into people management roles.

# PROGRAM CONTENT AND STRUCTURE

The Four Legs Leadership Program is delivered through 12 learning modules. All modules with the exception of Module 1 are designed as small-group sessions.

## INDIVIDUAL

1. **Strengths** – a one-on-one session with each participant to go over the outcomes of their Gallup® Strengths assessment and provide guidance on applying those strengths in a leadership context.
2. **Self-management** – tools to enable leaders to be in control of their time and ensure focus on the “big rocks”, as well as building resilience
3. **What is leadership?** – the key elements which define leadership and the role of a manager, including why psychologically safe leadership is critical to success

## ORGANISATION

4. **Organisational Design** – the fundamentals of hierarchy in organisations and the complexity and timespan of work at various levels. How to adapt organisational models for small and micro-NFPs.
5. **Role Fit** – the three elements that determine suitability for a particular role and how to apply them in recruitment and reorganisation

## BEHAVIOURS

6. **Convey Purpose** – the role played by purpose in NFPs and how to harness its power to create maximum impact
7. **Setting Boundaries** – how boundaries in organisations should be used to form the basis to building and unleashing your team’s potential and avoid burnout
8. **Enforcing Standards** – the significance of clear performance and behavioural standards and how leaders can ensure they are upheld
9. **Maintaining Awareness** – the importance of building meaningful relationships with your team, creating and improving formal and informal interactions and how vulnerability can enhance your leadership capability
10. **Making Decisions** – the crucial role of timely, objective decision making in engendering a feeling of psychological safety in your team and the tools to enhance your decision-making process

## INFLUENCE

### 11. **Limitless Influence Part 1**

### 12. **Limitless Influence Part 2**

These modules cover the principles, frameworks and tools of effective and impactful communication, whether one-to-one, one-to-team or one-to-many. Participants will have the opportunity to present in front of the group and receive specific feedback to enhance their performance.

## **PROGRAM DURATION & COMMITMENT**

The modules can be delivered over any time period up to a maximum of 12 months, ranging from an intensive off-site of 3 days to 12 monthly sessions.

The modules range from one to three hours each and are a mix of theory, interactive exercises, feedback and action planning.

In making a decision about the time frame for delivery, bear in mind that in general the longer the time frame, the more opportunity for implementation and accountability along the way. For optimal results a minimum program duration of 6 months is recommended.

## **GROUP SIZE**

The program is designed to be delivered in a small group format, with no less than 6 and no more than 10 in each group in order to allow maximum engagement and individual attention.

## **OTHER SERVICES**

*In addition to the Four Legs Leadership Program I also provide the following customised services:*

### **EXECUTIVE COACHING**

I work with leaders and aspiring leaders one-on-one to overcome obstacles to progress, enhance their leadership skills and super-charge their results.

### **LEADERSHIP RETREATS AND OFF-SITES**

The Four Legs Leadership Program (or any part of it) can be adapted to suit an intensive, off-site environment and can be enhanced with the addition of specific team building exercises for executive teams and leadership groups.

### **COMMUNICATION AND INFLUENCE TRAINING**

During the Four Legs Leadership Program I introduce the concepts and frameworks which form the heart of effective communication and influencing. To boost skills even further I can design full-day communication and influence workshops which incorporate significantly more feedback and practice for the participants.



**“ Leadership & learning  
are indispensable  
to each other.”**

*- John F. Kennedy*

## ABOUT NICKI

Nicki has over 20 years of senior leadership experience in both the corporate and not-for-profit sectors.

She has worked at both executive and Board level across industries as diverse as mining, sport, finance and manufacturing. Along the way, Nicki has undertaken extensive training in both leadership and communication skills, culminating in the establishment of her own leadership practice in 2019.

Nicki understands the not-for-profit sector intimately – because she has lived and breathed it at every level. She was one of the driving forces behind the formation of Football South Coast and was its founding Deputy Chair and inaugural CEO.

Nicki is also the founder and Chair of the Illawarra Branch of Dress for Success Sydney. As founder of a start-up NFP, she has undertaken every key operational task from fundraising to marketing and promotion, event management, stakeholder relations, grant writing and day to day operations of the service. She is also now a director of Dress for Success Sydney.

Nicki's philanthropic work was recognised by her appointment as the 2018 Illawarra Volunteer of the Year, the 2019 Australia Day Ambassador for the City of Wollongong and the 2019 recipient of the Illawarra Women in Business Outstanding Woman in the Community Award.

Delivering the Four Legs Leadership Program for the NFP sector allows Nicki to blend her passion for leadership with her passion for the sector. Her goal is to provide leaders with the skills they need to enable organisations to significantly amplify their impact while ensuring they provide a fantastic working environment for their people.



**“ True leadership is the ability to create the conditions for people to do their best work. We need to create the leaders who are ready, willing and able to do that. That’s my mission.”**

# NICKI BOWMAN



+61 448 675 114

[admin@nickibowman.com](mailto:admin@nickibowman.com)

[www.nickibowman.com](http://www.nickibowman.com)