

DEVELOPING LEADERS WHO DELIVER RESULTS

RBAS Mentoring Programme Session Descriptions	
Session	Description
Session 1: Orientation: Welcome to RBAS / UNDP Mentoring Programme	<p>This introductory session sets the stage for ten months of leadership reflection and transformational growth. Participants meet their Programme Facilitators, their cohort participant peers to share expectations, workplace challenges and opportunities, while establishing the foundation for effective mentoring and coaching.</p>
Session 2: The Intentional Leader – Your Mentoring Programme Focus	<p>“Intentional” Leaders have a strong focus on continual growth and development. They need to have a clear understanding of themselves - the strengths, values, and leadership beliefs that guide their decisions, their relationships, and their overall results.</p> <p>In this session, the focus is on self-awareness and being intentional about your career. Participants will share results of their action assignments and leadership interviews and begin the process of identifying the focus for their development goals.</p> <p>In addition, formal peer teams are established at this session.</p> <p>Bottom line, you will gain the insight needed to review your leadership feedback and draft an initial Individual Development Plan (IDP). This plan provides the foundation for your overall growth, as well as your mentor relationships.</p>

Session	Description
<p>Session 3: Owning your Career and the Power of Relationships (in person session)</p>	<p>Great mentoring relationships provide powerful learning experiences that are transformational for professional growth.</p> <p>At this point career goals are established, and Peer Team relationships are solidified. You will create strategies for engaging with your mentors to ensure you receive the guidance needed for your development and career advancement within the UNDP.</p> <p>Specific attention is given to building strategic relationships with managers and cultivating successful mentoring relationships.</p> <p>Highlights include strategies for building a “learner’s mindset”, a critical characteristic for leadership growth. In addition, a leadership style assessment will provide you with specific insights into your leadership communication strengths, challenges, and opportunities.</p>
<p>Session 4: Communicating with Impact, Confidence and Credibility</p>	<p>This month, the key focus is on demonstrating credibility within UNDP. The key pillars we will explore include: the ability to demonstrate confidence in high stakes situations, an awareness of your key strengths and differentiators, and the courage and conviction to articulate your value and contributions in a positive way.</p> <p>Talented Communicators know how to speak up and step up to build credibility and seek opportunities. “It’s not what you know, it’s who knows you know.” Being good at your job is expected. What makes you stand out is your ability to communicate with both confidence AND competence. In this session, we will identify and practice the key changes that will enable you to be seen and heard as strong contributors by senior managers.</p>
<p>Session 5: Expanding your Influence</p>	<p>Influence is a critical skill of leadership. It’s the essential art and discipline of playing well with others. This session explores the dynamics of influence and how successful leaders diagnose and leverage relationships, to build trust, empower others and deliver results.</p> <p>You will analyze and develop strategies for real-life situations, and create a plan to increase your relationship management, persuasion and influence skills.</p>

Session	Description
<p>Session 6: Fostering Collaborative Relationships Building Effective Teams</p>	<p>In a world of increasing uncertainty and ambiguity, every decision carries an element of risk. The most successful leaders recognize that career opportunities usually reside outside of their comfort zone. Leaders need to be able to quickly and confidently make decisions and assess and manage risks to grow themselves and their organizations.</p> <p>This session provides insight into potential barriers and challenges of decision making, risk vs. reward “tolerance”, and strategies to enhance your confidence, credibility, and effectiveness in all key aspects of decision-making.</p>
<p>Session 7: Leading through Complexity: Take Risks, Make Decisions</p>	<p>This interactive session will expand your thinking on the impact of strategic leadership. You will gain a broader business perspective as you examine your organization’s strategic priorities and assumptions. In addition, you will identify current political, global, and economic shifts that have created challenges and opportunities for your company.</p> <p>Through the use of executive interviews, panel discussions, and the development and presentation of a “Strategic Pitch”, each of you will reinforce your “Transformational Shift” from managing, to leading strategically and thinking globally.</p>
<p>Session 8: Managing the Business and Driving Results</p>	<p>This month the focus is on developing business acumen and driving results. Managing the business doesn’t mean knowing it all; it means developing an awareness of your business drivers to improve “selling” your ideas for UNDP. Specifically, you will explore how to use resources to improve business acumen and demonstrate value and drive results.</p> <p>Bottom line: you need to understand what you can do to positively impact your organization’s business drivers and use both organizational savvy and data effectively when presenting ideas and opportunities. You will work with a team to review a business opportunity and create and deliver a proposal to sell your idea.</p>
<p>Session 9: Managing Change and Innovation and Learning Integration (in person session)</p>	<p>In this final session, you will examine how to become a driving force for innovative change, personally and professionally. We will explore the change “mindset” and review a framework and tools that allow both individuals, and their teams to thrive, improve, and seize opportunities for growth. You will identify a key area for improvement and assess how you can drive that innovation.</p> <p>As the Programme comes to an end, you will revisit your leadership journey – and how you have grown and helped to change your area / division as a result. Invited guests attend a formal “graduation” ceremony. This event celebrates and rewards accomplishments and contributions, while highlighting key leadership learnings.</p>

Session	Description
Session 10: Reflect, Renew, Recommit	<p>To reinforce results from the 10-month programme, and to keep the focus on continuing development, you will come together three months after graduation to re-engage and discuss ongoing progress. During this two-hour meeting, you will have an opportunity to renew your commitment to your development and re-connect with your peer team. This is an opportunity to capitalize on the collective wisdom of the group and to revitalize and refocus commitment to one's own development.</p>