

OPD-THEORY™ SENIOR LEADERSHIP DEVELOPMENT WORKSHOPS

Human capital development programmes to
build clarity, skills, focus and self-
confidence.

Linking people to
the organization
to enable better
choices resulting
in greater
personal,
organization and
community
success.



For maximum senior leadership development, recommend maximum a workshop every five month, beginning with the workshop most applicable. Broadly in sequence: Team Leadership, Mind of the CEO, Time Budgeting, Modern HR, Rollout, Human Capital, Organizational Development.

OPD-HCD™ Senior Leadership workshops

By our human nature we always have the choice of ideas we adopt¹. There are many reasons why a person may select some ideas and not others. Ideas may be familiar, popular, require less effort, promoted by a person that is liked, best suits religious opinion, better suits prior psychological opinion, etc.

Science² is the social process of identifying the best ideas that offer the greatest opportunity to achieve the greatest result, according to tight ethical rules on theory, publication, and empirical research³. We refer to this process as choosing ideas based on REASON.

Human nature is the capacity to create ideas and apply them to manage the situation in which the person finds themselves⁴. The more the ideas describe and offer insight into the way the situation works⁵ the more effective our management of that situation⁶.

1 Little, Graham Richard, The Psychology of Freedom (September 1, 2016). Available at SSRN: <http://ssrn.com/abstract=2833671>

2 Little, Graham Richard, Redefining Science as the Social Extension of Human Nature: A New Intellectual Position Derived from the Proposition that We Can Only Interact with Perceptual Fields (November 27, 2016). Available at SSRN: <https://ssrn.com/abstract=2876338>

3 Masters of Business Thesis from Unitec: Sabarwal, Parwinder Kaur, <http://unitec.researchbank.ac.nz/handle/10652/2673>

4 Little, Graham Richard, The Origin of Consciousness (July 26, 2016). Institute of Theoretical and Applied Social Science, New Zealand, Sixth edition, March 2016. Available at SSRN: <http://ssrn.com/abstract=2814742>

5 Little, Graham Richard, Through the Glass Darkly (July 19, 2016). Available at SSRN: <http://ssrn.com/abstract=2811861>

⁶ The ideas we use to manage any situation is called our game plan. Improved game plans effectively applied the greater our success.



We structure our mind, therefore we determine what we ‘see’ and what we do based on the ideas we choose to allow shape our very existence. We act according to what we ‘see’, therefore the ideas we allow as the structure of our mind determines what we do in life. And that includes our work life.

The question is: What are the best ideas for you to apply that enable your greatest personal, organization, and community success?

There are seven OPD-Theory™ senior leadership development programmes. They will challenge, and develop simple, clear and effective ideas that enable better judgment of what to do, then more effective management following the judgement.

All programmes:

- **Team discussion:** Are conducted as discussions between tutor and delegates. With extensive delegate input.
- **Book:** Supported by a high quality hard back book, retained by the delegate. To be read before during and after the programme. A free PDF of all books is found at the Social Science Research Network author page. www.ssrn.com/author=2572745.
- **Meals and breaks:** 1-day workshops include am & pm teas and lunches.
- **Greater personal success:** All workshops are for people intent on stretching their thinking and finding greater personal purpose and develop the skills and confidence to enable greater life success.
- **Delegate description:** Senior executives with organization wide responsibility, be in in a 2, 200 or 20,000 staff company.
- **All sized organizations:** The size of the organization does not alter the solution; it merely complicates implementation. All courses suited to organizations from one person to any number. The course discussion will ensure that small and large each learn from each other.

Facilitation philosophy: “I cannot teach anybody anything. I can only make them think”. Socrates.

These C-level, Senior Executive workshops will make you think.

Nine people per workshop. High engagement, challenging environment. Performance based on the idea of getting the thinking right first. It is busy, intense, focused. Delegates will come away tired. But energised, equipped, determined.



The environment will reproduce that of an effective senior management team, performance focused, quietly intense, concern with the ‘whole’ organization, polite, but innovative and challenging search for better thinking, deciding what exactly to do when the meeting breaks up.

The central question: **Do we understand, and have we got the best idea that will have the greatest short and long-term impact when we do it?**

C-Level one-day workshops (Specific brochures available on request)

1. ***Modern team leadership***: For all team leaders seeking greater clarity of what to do to gain best result from the team. These team leadership skills suitable to all levels of management. (Book: Modern team leadership)
2. ***The mind of the CEO***. For existing CEOs and Senior Executives seeking the mind and outlook of a CEO. Develop the thinking skills to clearly assess what the CEO needs to do for greatest gain in results. Balances focus between management and leadership to guide greatest gain in results. (Book: Mind of CEO)
3. ***Time budgeting***: For senior leadership development of personal effectiveness and professionalism. (Book: Time budgeting)
4. ***HR in the Modern Organization***. For senior HR Executives aiming to be clear on the OPD-Theory™ and how it would apply, the impact on people, the costs, and the gain in results. (Book: HR in modern organization)
5. ***Rollout: Improving rollout of business strategy***. For Senior Executives with the responsibility for the detail rollout of strategy. Examines the technical skills of conceptualizing strategy embedding it in the ideal actions and role specification of staff. (Book: Rollout)
6. ***Human capital***: For Senior Executives seeking to understand how a human capital asset can be included in the balance sheet. What that means, and what it would cost in money and time. (Book: Human capital)
7. ***Organizational development***: For Senior Executives in businesses over 9 staff. An overview of developing a high performing culture across several teams as opposed to merely in one team. (Book: The Executive Pocket Guidebook).

Discuss fees with the local distributor.

OPD International Limited, Auckland New Zealand Phone: +6421909310

Email: info@opdcoach.com web: www.opdcoach.com

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