

KEN GILBERT ROTARY

Ken Gilbert shares valuable insights into Leadership Circles, explaining just how they can benefit you and your organisation...



What essentially is a Leadership Circle? Leadership Circles are targeted for personnel in leadership and management positions or for those who aspire to such positions of responsibility.

Leadership Circles are equal status, collaborative, challenging and confidential gatherings where participants learn from each other about the achievement of organisational goals and about balance between organisational goals and personal goals.

The objective of Leadership Circles is to develop more confident and successful leaders by:

- Supporting participants in their personal development, leading to a greater self-awareness and an appreciation of the impact one has on others;
- Assisting participants in 'discovering' what leadership is and what is their own leadership style;
- Creating an environment that builds long lasting relationships built on trust; and
- Growing well-rounded professionals that will ultimately improve the performance of their organisations, through their ability to build successful relationships with clients and lead others within the business.

Full-time commitment and participation is required of members for the 10-12 months of a Leadership Circle.

How does a Circle operate? Each 10 - 12, four-hour monthly workshop generally consists of the following sessions:

- Catch up discussion ('check-in')

- Guest speaker
- Discussion on topic of interest (led by facilitator)
- Topic of concern (introduced and led by a group member)

Throughout the workshops, participants take on different roles facilitating the above sessions. They are also encouraged to read widely on related topics in between the monthly sessions, with the facilitator providing all the reading materials. A number of psychometric testing tools (like MBTI) are provided also to assist learning more about themselves.

Circles are facilitated by trained professionals and skilled facilitators with a record of success in organisational leadership.

The facilitator works with each member individually and with the group throughout the life of the Circle, confidentially to aid individual and group development.

How long have they been offered?

Leadership Circles have been offered to diverse Australian organisations, communities and to individuals since 1999.

How does this compare with other leadership development programs on offer?

Leadership Circles have been designed to provide lasting and enduring personal and professional development using the best available knowledge of, and research about, learning for individuals especially in group, team and organisation settings.

Who has been involved in Leadership Circles, and what organisations have found them valuable?

Diverse organisations have utilised Leadership Circles to develop personnel at all stages of their careers.

Individual people have sought and used Circles

as self-initiated learning.

Organisations involved since 1999 include engineering, broad infrastructure, universities, law, energy firms and schools and school systems (both state and independent).

Ken, what skills and knowledge do you bring to this proposal in Armidale?

I have worked in public and private enterprise as a leader and manager in Australian schools and school systems, in open-cut coal mining and in Australian airlines and more recently as a leadership and strategy consultant in private practice with clients throughout Australia, in New Zealand and in other overseas countries.

I am essentially an educator, having studied at The University of Queensland and The University of Alberta in Canada.

Why are you offering this as a 'Pro Bono' thing yourself?

As a new resident of Armidale, I am looking to contribute and to add value to the community and I'm delighted to do this through Rotary (I have been a member of three Rotary Clubs over the years) and through Zonta here in Armidale.

We are offering this at a cost recovery level only, and therefore the fee per member is extremely advantageous compared to other leadership or management development

offerings in the market place.

How will Leadership Circles add value to the Armidale and surrounding communities?

Both service clubs see it as a way of adding and developing leadership 'bench strength' in all areas and at all levels of our communities for people and organisations of diverse backgrounds.

Why is this a joint project of Armidale Central Rotary Club and Armidale Zonta Club?

We believe in this as an expression of what Rotary and Zonta stand for in communities.

If someone would like to know more, what should they do?

Members of either club can give information individually or through the club websites, or Ken Gilbert can be contacted on 0418 888 397 or kgilbert@ozemail.com.au

Testimonials from past Leadership Circle members from 2003-2013 are available from Ken.

A 'SHOW and TELL' event to give full information and costings and plan the next steps is being held at 'Servies' on Thursday evening, November 28 from 5.30pm to 7pm. All are invited to attend, both as individuals or as potential sponsoring organisations. It will help with catering if intending to attend; let Ken know beforehand as above.

