



## **Our client.**

Aurecon is a design, engineering, and advisory company that brings ideas to life to create a better future for people and the planet. In 2020, the Australian Financial Review named Aurecon Australasia's most innovative company and most innovative professional services company.

## **The situation.**

Aurecon desired to see transformational change within their leaders. They acknowledged the atmosphere their leaders would be operating in — sometimes a volatile, uncertain, complex, and ambiguous environment — one that could make a situation or condition difficult to analyze, respond to, or plan for.

The organization wanted to equip their leaders with the tools necessary to succeed in such an environment by leading from within. As such, the Aurecon team engaged Adeption to co-develop a leadership development program for their early leader population (level 5+ leaders).

## **The ask.**

- Design and implement a democratized and technology driven experience that is scalable, flexible, and sustainable
- The experience needs to be highly personalized and drive insights into a leader's assumptions and attitudes to set a foundation for the development and enhancement of their leadership skills
- The program needs to promote deliberate self-reflection, embed habits of lifelong everyday learning, have tools that will assist each leader's development, and promote team effectiveness and a sense of community

# ADEPTION™

## Program architecture.

**Audience:** All Level 5 and 6 leaders in cohorts of 60

Built as a 12-month program, Frontline Leadership Programme is designed to deliver virtual learning experiences in the flow of work via cutting-edge leadership development platform Adeption.

The program consists of self-paced workouts via Adeption that can be completed around client and project commitments.

The Frontline Leadership journey covers 5 modules:

- Leading Self
- Leading Others
- Leading Teams
- Leading Change
- Reflect and Sustain



## The solution.

A co-designed and co-delivered program:

## Frontline Leadership Programme



### YOUR JOURNEY

The **Frontline Leadership Programme** has been designed as a 12-month program, comprising of learning delivered virtually in the flow-of-work via cutting-edge leadership development platform Adeption. The program consists of self-paced workouts via Adeption that can be completed around client and project commitments. You'll have the opportunity to learn with your peers during our scheduled workshops and Leadership Circle groups.





## Partnership snapshot.

- Co-design of the blended leadership programs (with workshops and workouts)
- Co-design of the workouts on Adeption Platform
- Co-design of the workshops
- Training in the B3 methodology required to facilitate workshops that complement the Adeption workouts
- Co-delivery of the workshops
- Co-delivery of Adeption coaching
- Ongoing management and support during the activation and gradual handover to self-facilitating and self-managing cohorts

## Results.

- 200+ participants have completed 1452 workouts
- They've answered 18K questions on the platform
- 14K engagement (likes, comments, shares, chats)
- 800+ on the job action reflections through the platform



## Feedback.

“I just wanted to send you a personal note to thank you for all of your support as we’ve embarked upon this journey. Your involvement in the programme has been an absolute game-changer, and I am so thankful for you being so responsive in providing us with the support we’ve needed. You have made an incredible difference by being with us at every step along the way and keeping across all the detail to provide us with the most appropriate guidance and advice, and always bringing incredible ideas to the table. We could not have done this without your help!”

“We want you to know that we are so grateful for our partnership with you personally and with the wider team. We deeply value the capability and energy you have brought to the project. It wouldn’t be what it is without you and what we have at this stage feels remarkable to us all. We’d love to all be co-located so that we could take you out to lunch (involving wine!), instead we’ve attached a little toast to you and the team as it seemed fitting given we’ve talked about creating moments of appreciation for our treasured participants. Please pass on our gratitude to everyone that has been involved with the project from all of us.”

–Key Programme Sponsor