



2018 Programme Application

This program is here for us and our community. Our community needs us all to use our passion and vision to create positive change

Glen Skipper, Ngati Tawhirikura (2015 participant)

Personally, I have established purpose and importance - the clarity and confidence this course has given me is outstanding!

Lisa Gilmer, Client Connection (2016 participant)

YOUR CONTACT DETAILS

Name:	Organisation Name:
Phone:	Mobile:
Email:	Postal Address:
Skype:	Where did you hear about LLDP?

OVERVIEW

Thanks for taking the time to apply for the Legacy Leadership Development Programme (LLDP). The purpose of this application is to help us have a conversation to ensure:

1. The LLDP is the right programme for you;
2. That you are the right kind of person for us to work with; and that
3. We are aligned in terms of our core values and the commitment required for succeeding on the programme.

The application will take about an hour of your time to complete. Please return this by **Wednesday 31st January 2018** to Greg Kirk at:

greg@goggleson.co.nz or 59A Branch Road, Highlands Park, New Plymouth 4312.

This will allow us to prepare properly for your phone or Skype meeting the following week with Greg. When we speak, you will also have the opportunity to explore any questions you have.

Please note:

<ul style="list-style-type: none"> • Applications for the 2018 LLDP close 	Wednesday 31 st January 2018
<ul style="list-style-type: none"> • Phone or Skype meetings with Greg 	By Friday 9 th February 2018
<ul style="list-style-type: none"> • The first two dates for the LLDP 	9am-4pm Thursday 28 February and Friday 1 March 2018
<ul style="list-style-type: none"> • The venue for the LLDP 	The River Room, 1 Burgess Hill, New Plymouth
<ul style="list-style-type: none"> • Questions 	Please text or call Greg on: 06 758 2727, 021 2727939 or email greg@goggleson.co.nz

We look forward to talking to you soon.

Lawrence Green

greg kirk

Lawrence Green and Greg Kirk

PART 1: ALIGNMENT

1. Values

Values are those things that are important to you that you consider the 'right' or appropriate way of acting or behaving in the world.

While there are five rows in the table below, you may have more or less values for leadership than that number.

"What's important to me about leadership?"	What do I mean by that?	Why is this important to me?
<i>e.g. Making a difference</i>	<i>Contributing to projects and issues that matter</i>	<i>Because I want to live a life of meaning</i>

2. Vision

If you could create your ideal future, what ideal future would you create for yourself and others?

3. Goals

1. What are your most important goals over the coming year? For your leadership? Your organisation? Your community? For your life as a whole?

2. How do you hope the LLDP will help you in achieving those goals?

PART 2: READINESS FOR CHANGE

Readiness for change refers to the extent to which you are ready, willing, and able to grow and change. Simply put, the higher your level of readiness, the more likely you are to make the most of the LLDP and the bigger the likely return on investment for you, your organisation and your community.

It is also true that no matter how capable your programme facilitator might be, no development will occur if you do not take responsibility for it. Ultimately, it is your motivation and commitment that matter most.

Basically, this profile helps you to review your:

1. Strength of desire to improve;
2. Willingness to learn and change in order to improve; and your
3. Willingness to invest the time and energy necessary to succeed on the LLDP.

In short, the *Change Readiness Profile* below will help you to determine where you are on the continuum between 'not ready to change' and 'determined to change'; and to identify and explore concerns you may have in relation to your change and development.

1. Profile Instructions

Completing the profile is simple, just:

1. Turn to the next page and rate yourself on a scale of 1-7 for each item;
2. Add up your scores and then turn to page 4 to see what your score is saying about your readiness for change; and
3. Consider the significance of your score by reflecting on the questions provided.

2. The Change Readiness Profile

1. Necessity						
I don't believe I need to change or develop in order to be more successful.				I believe I need to change or develop in order to be more successful.		
1	2	3	4	5	6	7
2. Competence						
I am happy to progress my competence at my current rate.				I have a strong desire to strengthen my competence by developing new skills.		
1	2	3	4	5	6	7
3. Responsibility						
I am willing to take responsibility for my success.				I am <u>completely</u> willing to take responsibility for my success.		
1	2	3	4	5	6	7
4. Belief						
I believe that many things are outside my control.				I believe that I am in charge of my destiny.		
1	2	3	4	5	6	7
5. Time						
I am willing to invest some time in order to be successful.				I am willing to invest as much time as needed to be successful.		
1	2	3	4	5	6	7
6. Learning						
I am only willing to learn new things if they are inside my comfort zone.				I am willing to learn new things and persist in the face of any challenges.		
1	2	3	4	5	6	7
7. Change						
I am not willing to change in order to succeed.				I am very willing to change in order to succeed even if this may be uncomfortable.		
1	2	3	4	5	6	7
8. Style						
I prefer to be 'loose' and 'organic' in my approach towards achievement.				I prefer to be structured and systematic in my approach towards achievement.		
1	2	3	4	5	6	7

SCORING INSTRUCTIONS: Add up your scores from each item above. You should get a total score of somewhere between 8 and 56.

MY TOTAL SCORE =

3. Interpreting Your Scores

What Does Your Score Mean?

Basically, your score will fall into one of three categories:

1. **Low (19 or less)**

A score in this range indicates that you are definitely not ready for change. Either you do not see any need for change or you are not comfortable with what will be required of you in order to succeed.

2. **Mid-range (20 to 39)**

A score in this range indicates that you are uncertain about change. That is, while you may be seriously considering a commitment to your development, you also have concerns around some aspect of that commitment that needs to be addressed.

3. **High (40 to 56)**

A score in this range indicates that you are very ready for development and change. You may have some minor concerns that you need to think about, but basically you are ready to get going.

Reflection Questions

1. On the items where you gave yourself a relatively high score, why was that? What does that tell you about what is most motivating your desire for development?
2. On the items where you gave yourself a relatively low score, why was that? What does that tell you about what you see as the potential barriers to your development?
3. Given your answers above, what ideas do you already have about how you might strengthen your readiness for development?