



Good leaders are an organisation's greatest asset, particularly in difficult times.

As the world economic crisis erodes revenue streams, a quality leadership team will be a deciding factor in how well businesses survive.

Effective leaders will organise, manage and motivate the workforce to achieve the highest levels of productivity and safety.

EDN has a two-pronged program that identifies the best leadership talent and then equips individuals with the knowledge and skills to maximise their potential.

Organisations can select all or part of the program depending on their particular requirements.

Identifying true leaders

The EDN Leadership Development Program is a structured and proven approach for developing leadership capabilities and competencies.

The methodology can be applied to any business, particularly heavy and hazardous industry sectors such as oil and gas, mining and energy and water.

Stage one of the program involves psychometric testing and profiling to help organisations identify true leaders from their talent pool.

There is a reliable method of assessing leaders to identify key strengths and areas for development and can be used to benchmark future leadership requirements.

EDN develops a customised framework for key competencies and behavioural indicators to measure individual performance against organisational requirements.

Those with the greatest potential are included in a shortlist of leaders to participate in stage two of EDN's Leadership Development Program – a structured training program tailored to address individual needs as well as organisational requirements.

Improving core competencies

A main focus of the EDN Leadership Development Program is to improve core competencies critical to supporting organisations through the global downturn. These include:

Decision-making – Balancing productivity and safety to maximise performance in both areas.

Cultural and political sensitivity – Awareness of how personal attitudes can impact on productivity, customers and clients.

Problem solving – Identifying opportunities for growth, working more efficiently, applying innovative solutions and taking calculated risks.

Interpersonal skills – Understanding generational differences, building cohesive, high performing teams and networking to build relationships.

Systems thinking – Competencies in systems management, including finance and human resources, across the business.

Change and ambiguity management – Skills development and knowledge management to prepare for a changing workforce and future growth.

Self-management – Aligning personal behaviour with the organisation's values and activities, demonstrating a high level of energy to the workforce, managing stress and challenges.

About EDN

EDN is a group of multi-disciplinary professional consultants currently undertaking projects for organisations throughout Australia, Asia, New Zealand, Europe, Africa and the United States.

Our company works with leaders, managers and staff to develop the discipline, innovation and flexibility to continually adapt and improve work processes so you become more competitive.

EDN has offices in Sydney and Adelaide, Australia; Houston, US; and Aberdeen, Scotland; however, our consultants work anywhere in the world.

We come to you to provide tailored solutions and build long-term partnerships to help you achieve your strategic and business goals.

Our other programs include:

Strategic and Business Planning

HSE Leadership Development

Sustainable Change Management

Achieving Sustainable Change in Safety Performance

Coach the Coach

Getting Return from Job Safety Analysis

Leading and Developing High Performance Work Teams

Conducting Effective Safety Conversations

These programs can either be fully implemented by EDN or provided as training solutions for companies to deliver their own courses.

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