



A Personal & Organisational
Growth Programme

*Delivered through a virtual
learning environment*





A Personal & Organisational Growth Programme

As a personal and organisational growth programme, Smart Choice equips you with the skills, understanding and insight you need to make the right decisions, to get you to where you want to be.

Through a unique combination of academic theory and real-world practice, Smart Choice is your working toolkit designed to help you:

- **Understand and improve your self-awareness as a leader,**
- **Positively influence those around you,**
- **Develop your organisation to embrace change and development.**





Cloud Connect, Ingenium's Learning Management System (LMS), employs the latest technology solutions to deliver the programme through a virtual platform in an engaging, interactive and user friendly manner. Programs such as Zoom, Microsoft Teams, Mural, Scorm files and Menti work in tandem with facilitated self-surveys, presentations, comprehensive slide decks, online case studies, and academic papers to ensure the learner gets the most from their journey in a user friendly manner.

A screenshot of the Cloud Connect LMS interface. At the top, there's a navigation bar with the Cloud Connect logo, a search bar, and various menu options. Below this is a section titled "My Courses and Learning Plans" which displays a grid of course thumbnails. Each thumbnail includes a small image, the course title (e.g., "Block Three: Leading My Organisation"), and the language level ("English | Learner"). There are also filters and search bars at the top of this section.

A screenshot of the Cloud Connect LMS interface on a computer monitor. The top navigation bar shows the "Welcome to Ingenium Training & Consulting" message. The main area is divided into several sections: "My Profile" (showing a user photo and name "Alan Higgins"), "My Courses & Learning Plans" (listing courses like "Block Three: Leading My Organisation" and "Block Two: Leading My Team"), "Tasks & Deadline" (listing tasks such as "LDP: Leading Myself" and "LDP: Leading My Team"), and "My Calendar" (a monthly calendar view). A "Contact Us" section with a "CLICK HERE FOR SUPPORT" button is also visible. A person's hand is shown using a white mouse to interact with the computer.

Development and Direction Through Decisions

Whether you are a self-employed entrepreneur, managing a team or leading an organisation, you are focused on developing yourself and your business. You want to see personal and organisational growth that translates into better results, and a brighter future. This is achieved by understanding how to make informed decisions.



This takes more than just sound business acumen. It takes heightened self-awareness and a real understanding of those around you. It is about how you communicate with others and how you motivate and leverage their strengths. It helps you build the culture you want to achieve and the strategy you need to unlock the company's potential. The Smart Choice Programme provides you with the necessary tools to make these informed decisions to deliver transformational change.

LEADERSHIP
Influencing
behaviours and
outcomes

**DECISION-
MAKING**
Responsible
decisions

GOVERNANCE
Organising and
controlling

"I found real value in attending this course. For me it was a wakeup call to change some of my ways, to take me out of a little routine I had got into in my brain, and challenge myself to adopt different behaviors. The positive changes this course has brought about have been noted by senior management at my organisation who remarked on the enhanced ways in which I deal with them. One of my clients has also sent people to this course and I would highly recommend it for any industry."

Patricia Byrne
Senior Relationship Manager,
Northern Trust

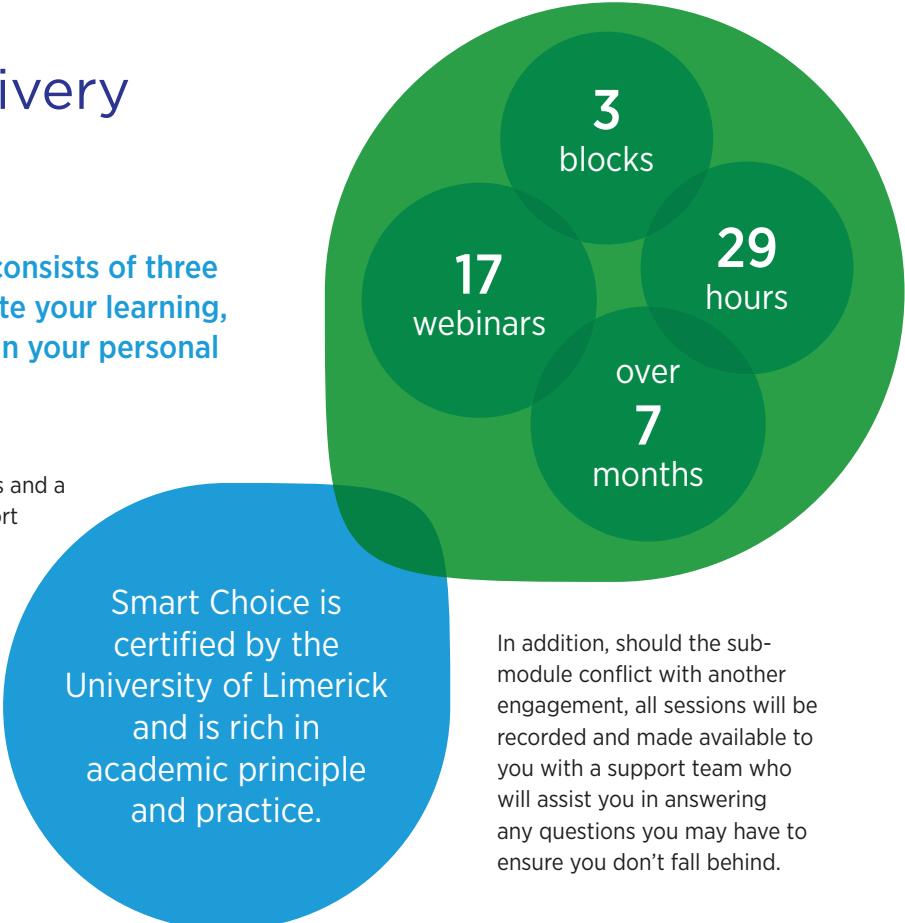


Programme Delivery

The Smart Choice programme consists of three core blocks tailored to accelerate your learning, regardless of where you are at in your personal and organisational growth.

Each core block contains three sub-modules and a guest speaker selected specifically to support these modules through their own practical and professional experience.

To support the balance between learning, work and life, each sub-module has been designed in a two hour segment, to deliver a total of twenty-nine hours over the course of the year inclusive of a one hour introduction to set the context of your learning experience. This will culminate in an exhibition and graduation upon completion of the course.



In addition, should the sub-module conflict with another engagement, all sessions will be recorded and made available to you with a support team who will assist you in answering any questions you may have to ensure you don't fall behind.

How Does it Work?

Smart Choice, a transformational development programme, addresses three key levels of personal and organisational growth through a facilitated virtual environment, governed by our engaging and interactive learning management system, Cloud Connect.

Participants will be immersed in an accelerated learning experience through the fourteen webinars, each one facilitated by an industry leader, focused on action learning, supported through virtual breakout rooms, with participants working together in teams to develop solutions to case studies and exercises.

To complement each of the three blocks a guest speaker will share their industry insights and experience relevant to each of the core blocks within the programme.





"I am running a business, I am also an employee in that business and I provide my clients with consultancy. I have to think about the strategy and the long term vision for the company so in effect these are three elements as a business owner you have to juggle all the time. I was really able to reflect on how I work as myself, running the business but also the work I do for my clients and what my strategy vision is for my business over the next five years and how I bring that to life."

Stephen Ruschitzko
Managing Director, Resonation

RESONATION
CUSTOMER EXPERIENCE STRATEGISTS
Realising Your Brand Promise

Programme Structure

Each of the three blocks include numerous reflective exercises to apply the learning through a range of engaging case studies, as well as linking to your role and organisation.



To complement the programme, for those who want a more enhanced approach for their personal growth, we are delighted to provide tailored coaching through our Evolve coaching programme, delivered by experienced and qualified Ingenium coaches.

What Our Guest Speakers Say



"Understanding the difference between transformational and transactional leadership is critical for today's leaders. Whilst both styles are necessary, there is a time and place for these often complementary, but sometimes conflicting styles. Through the StyleUs decision-making model, the Smart Choice program shows you how to enhance your impact as a leader using these different paradigms of leadership and apply them in the right situation."

Jim Flood

*Vice President Global Projects
ExxonMobil*

"Smart Choice provides a platform, a process and all the tools you need to become a great leader in your organisation, helping you to grow together with your organisation. As a self-development journey, knowing your strengths and opportunities for development are foundational in any change."

Dr. Hugh O'Donnell
Director of Consulting
Ingenium



"Most of the best innovations come from outsiders. Nothing compares to stepping outside of your own business and speaking with people from other industries to provoke new ways of thinking. As leaders, we need to constantly look at analogous industries and listen to other experiences (good and bad) to inspire new ways of creating value. Smart Choice provides leaders with that opportunity in a structured, coherent environment."

Eoin Leonard MBA

*Chief Executive Officer
i3PT Certification*



What Our Guest Speakers Say



“Understanding global macros trends across multiple sectors is key context in change management, especially in today’s world filled with uncertainty and complexity. The Smart Choice program is full of models and tools that allows you to bring this context to life, for both your team and for your organization.”

Mike Brewster
Managing Director - Investments
Wells Fargo
Advisors



Mary Harney
*Independent
Director and
Business Adviser*

“In my political career I was attending events all the time, but the special events that stand out are the ones in which people have a sense of personal achievement because they have done something really different or really special. The participants in the Smart Choice training programme have worked extremely hard and when they get that cert, they can feel rightly proud of what they have achieved. It’s a badge of honour, a terrific distinction and a passport to enhanced opportunities. This is a great moment for them and their families.”

“Outstanding leaders invest time and energy in their own personal and professional development. Smart Choice is designed to provide leaders of the future with access to a toolbox of relevant theory which is brought to life through the personal contributions of a diverse group of real-life practitioners. This programme will equip leaders to excel in a challenging and rapidly evolving organisational landscape.”

Marie Gleeson
Retired, Lieutenant Naval Commander



What Our Guest Speakers Say



"As leaders, it is not our goal to stand alone but to invest in those around us, it is not enough to be great at what you do but to learn from others, to gain perspective outside of your industry. This is the value that Smart Choice brings, and as a result, we have supported all of our executive leadership and middle management teams in completing the programme. I would have no hesitation in recommending the Smart Choice programme to anyone."

Dr. Noel Kelly
*Chief Executive
Officer*
Anam



Colette Cowan
Group CEO
UL Hospitals Group

"To lead is to guide and build teams across organisations focusing on culture, diversity and innovative change. We have sent numerous leaders on the Smart Choice programme and watched them gain confidence and grow into skilled leaders applying the theory into practise in our Health Service. The programme allowed them to reflect and engage with peers, learn skills and understand the qualities of good leaders through the teachings of those who have extensive experience in the field. Now more than ever organisations need skilled champions of change and leadership. Smart Choice programme enables this transition."

"To realise that potential you must create a learning environment and lead by example with the courage to make risky decisions, make mistakes and admit it with your team and learn from experience in an open manner. To develop and lead your team you will need tools and skills beyond your default style and core expertise so take the Smart Choice opportunity to learn new ways to deal with challenges while always maintaining the high level of trust with your team that is key to managing change and effective leadership."



Dick Meaney
Retired Senior VP
Analog Devices



“For me it was a real personal journey over the twelve months, an opportunity to look inward while looking outward and upwards in terms of strategic thinking. I thought the year was excellent, I got a promotion during the year, I would put it down to serious learning that took place on this programme.”

Aoife Duke
Director of Housing Development,
Limerick City & County Council



What Will You Learn?

BLOCK 1 Leading Myself



- Understand what kind of decision-maker you are and how to make better decisions.
- Explore how your pre-conceived ideas, experiences and context shape your dealings with others and form the basis for your own leadership style.
- Analyse how you can best adapt to influence or lead others more effectively.
- Gain understanding of how life's distractions can influence your every decision, and learn techniques to help you stay focused on the job at hand.

BLOCK 2 Influencing Stakeholders



- Grow your knowledge of how you communicate and what impacts on your interactions with others – from tone of voice to body language.
- Learn how to influence those around you without the use of command or control techniques, how to bring people on the journey with you.
- Increase your emotional intelligence so that you are better 'tuned in', with understanding, empathy and appreciation of others.
- Practice effective conflict resolution and explore how to work with challenging personalities.

BLOCK 3

Developing your Organisation



- Know how to translate your strategy into a detailed transitional and tactical plan to deliver transformational change.
- Get to grips with the importance of transitional planning – bridging the gap between where you are now and where you want to be.
- Understand the culture of your business – how to build a positive culture and turn this into day-to-day behaviours.
- Know when you need to make changes and how to grow a healthy change mentality for yourself and your team.
- Learn the techniques you need to navigate resistance to change from others to ensure commitment and sustainable success.



"I have a number of managers at different levels currently on the programme and a pipeline to follow. I did the course myself, I am sorry I didn't do it earlier. It has really helped me shape my business and my leadership style."

Dermot Scanlon
Chief Executive Officer,
Serosep





A Personal & Organisational Growth Programme

Launching programmes in
September and December of 2020.

For more information on how
Smart Choice can benefit you and
your business contact us today.

Tel: +353 (0)61 385841

Email: smartchoice@ingeniumtc.com

www.ingeniumtc.com/smartchoice

