



The IIO P LIFT Leadership Programme

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IIO P

**INSTITIÚID CÓGAISÍOCHTA NA hÉIREANN
IRISH INSTITUTE OF PHARMACY**



**LEADING IRELAND'S
FUTURE TOGETHER**

Creating positive change in Ireland by developing better leaders, one person at a time, one conversation at a time, one day at a time.

‘The best thing about LIFT – it allows everyone to have a voice, it’s inclusive, non-judgemental and simple to do.’

Clare Power – Chief of Staff, Enterprise Ireland



What is
Leadership?



At **LIFT** we look at leadership
from two perspectives:

Leading ourselves

Leading others



What is
Leadership?

It's not
about position!



At **LIFT** we believe that good
leadership means

INFLUENCING OURSELVES AND
OTHERS **POSITIVELY**,

WHEREVER AND WHOEVER WE ARE

Every one of us is a leader!



***What is the most important step
in becoming a better leader?***

***The most important thing any of us can do,
is know ourselves better***



***LIFT builds self-
awareness.***

***It helps us understand
ourselves...***

***...our triggers, our habits,
our influences, our
patterns of behaviour...***

***...so that we can
consciously influence
ourselves, and be a
greater positive influence
on others***



***What are the Leadership Behaviours that LIFT
Enables us to Develop?***

***Four Pillars of
Leadership***





Leading
Through
Understanding

Listening
Respect
Empathy

Leading
Through
Trust

Accountability
Honesty & Integrity

Leading Through
Mindset

Resilience
Positive Attitude

Leading
Through
Excellence

Competence
Determination
Critical Thinking



LIFT gets you to slow down and ask yourself questions like

'Am I always as good as I'd like to be at really listening to others?'

'Do I sometimes take short cuts?'

'Am I good with some people but less good with others?'

'If I wanted to get even better at building relationships, how would I go about that?'

'Does my negative attitude sometimes get in my own way?'

'What kind of influences are around me?'

A LIFT Roundtable is a way to know ourselves better and lead ourselves better

LIFT uses a simple roundtable process



**Once a week
45 minutes**

**Allowing self-
reflection on
key
leadership
themes**

**Each
roundtable is
led by a
facilitator**

Incredibly simple – but incredibly effective at building self-awareness and enabling behaviour change.

The Process

You come on a one-day in-person training with us. We give you everything you need

The group reflects on one leadership theme a week and each individual commits to one improvement action

You facilitate weekly roundtables with 2-5 participants, in person or online

No preparation, no homework



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PARTNERS



UN Sustainable Development Goals and ESG

Lift Ireland wants to help shape a world where everyone has a voice, is valued and empowered to create change.

We work within the UN SDG charter to ensure our leadership themes are aligned with the very best international thinking.

Partners who bring LIFT into their organisations drive a truly sustainable and inclusive agenda.

Partnership with LIFT Ireland supports social inclusion, by allowing us to GIFT LIFT to charities, community and youth groups who would otherwise not afford access.



Goal 3 – Good Health and Wellbeing
Builds inner strength, resilience and self-efficacy

Goal 4 – Quality Education
Promotes growth mindset for all & development of commitment to lifelong learning



Goals 5 – Gender Equality
Everyone is welcomed with equal voice, no pre-conditions, and equal respect

Goals 10 – Reduced Inequalities
No judgement of what is said and freedom to self-reflect



Goal 12 – Responsible Consumption and Production
Promotes ethical reflection around impact of personal behaviour

Goal 16 – Peace Justice and Strong Institutions
Develops self-reflective practice, personal accountability and integrity



LIFT has reached almost
80,000 people across Ireland

4,000 trained LIFT facilitators

170+ Partner Organisations



The Ripple Effect



OVER 170 ORGANISATIONS
HAVE ALREADY
PARTNERED WITH LIFT



ALMOST 80,000 IRISH
PEOPLE HAVE
PARTICIPATED IN LIFT



4,000 TRAINED
FACILITATORS ACROSS
EVERY COUNTY IN
IRELAND

97%

OF ADULT PARTICIPANTS
IMPROVED THEIR
UNDERSTANDING OF
'GOOD LEADERSHIP'

83%

OF ADULT PARTICIPANTS
EXPERIENCED POSITIVE
CHANGES IN BEHAVIOUR

Putting effort into actively improving listening skills, trying to maintain a positive attitude



I had a significant personal and professional change in my life, the LIFT process reinforced some important leadership principles during this time

Big focus on embracing change and not fearing failure - I am acutely now embracing this

Taking time out for reflection and critical thought around leadership has helped me act more strategically, implement new positive practices and deepen relationships with colleagues in the group



Partner testimonials

Better decision-making focus and working attentively

I'm now looking at not over committing myself - being honest with others about what I can and can't commit to.

Simply, I have become more reflective of my actions and their impact on others



“When you receive feedback that a development programme has given someone a high sense of empathy, has helped someone else incorporate principles into their daily life, has improved their listening skills and has allowed them to be honest with themselves about what in their behaviour needs to change, you’re onto a winner.”

LIFT Ireland is impacting our people across the globe to be more accountable, more human and more reflective about how they turn up to work every day. Oneview is very proud to be a LIFT partner.”

Toni Pettit – Chief of Staff, OneView Healthcare Ireland



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