

The IIOP LIFT Leadership Programme

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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 selfawareness.

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 selfreflection 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

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

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

No preparation, no homework













































Burren Smokehouse

cantec

















































































































































TRUST









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

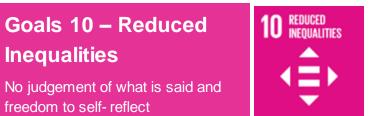
Builds inner strength, resilience and self-efficacy





Goals 5 – Gender Equality

Everyone is welcomed with equal voice, no pre-conditions, and equal respect





Goal 12 – Responsible Consumption and Production

Promotes ethical reflection around impact of personal behaviour



lifelong learning

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





OVER 170 ORGANISATIONS ALMOST 80,000 IRISH **HAVE ALREADY** PARTNERED WITH LIFT

PEOPLE HAVE PARTICIPATED IN LIFT



4,000 TRAINED **FACILITATORS ACROSS EVERY COUNTY IN IRELAND**



OF ADULT PARTICIPANTS **IMPROVED THEIR UNDERSTANDING OF** 'GOOD LEADERSHIP'



The Ripple **Effect**

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



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



