

**Passion
for
Leadership
Growth
2023-2024**



Lismullin Leadership
Programme

Lismullin Leadership Programme

November 2023 – April 2024

Your company's future depends to a large extent on its high potentials.

This programme aims to help them in their critical transition from a technical to a leadership role.



Highlights

- PERSONAL TRANSFORMATION
- BLENDED FORMAT
- CROSS-INDUSTRY SHARING
- DELIVERED BY EXPERT PROFESSORS
- HARVARD CASE STUDY METHOD

Main emphasis

- HOW TO BECOME A TRUE LEADER
- MOTIVATING OTHERS
- GROWING IN THAT ROLE
- DEALING WITH CHALLENGES
- ADVICE FROM BUSINESS LEADERS

ACADEMIC MODULES

New ways of thinking, acting,
believing, becoming

Self Leadership	Leading one-on-one	Leading Teams
Finding your purpose, your why	Truly valuing people	Creating alignment
What does success look like for you?	The power of example	Fostering engagement
Managing your emotions	Inspiring others	Forging accountability
Reaching out to others	Handling difficult conversations	Building cohesion





Plus

- **Leadership Challenges:** participants present a specific business problem and strive to address it with the input and support of peers and the professors.
- **Peer-coaching**



Method

- **The Programme combines the Harvard case method**
www.exed.hbs.edu/hbs-experience/learning-experience/case-study-method
Socratic dialogue
www.thoughtco.com/socratic-dialogue-argumentation-1691972
Peer-coaching
www.digitalhrtech.com/peer-coaching/
- **Professor-led sessions will be followed by a peer-coaching process.**





The Executive Challenge - a unique feature of this programme

- In addition to the knowledge acquired from the professors and guest business speakers, and from one another during the modules, this programme allows the participants to put this into immediate use through the Executive Challenge.
- It works like this: each participant brings to the table a live leadership challenge they have, and tries to find a solution with the help of other participants and of a facilitator from the Lismullin Leadership Programme. This takes place in an encouraging and trusting environment, where confidentiality is ensured. Each team is made up of 5 participants and they engage in what is called peer-coaching.
- Over the first 5 modules, participants are encouraged and helped to identify and detail their particular challenge, which they might categorise as something that keeps them awake at night.
- The last module in April is devoted entirely to these executive challenges, spending the whole day in small teams reflecting on the respective challenges, benefitting from the knowledge and experience of the others in the team, who provide their feedback.
- If the members of a team wish to do so, they continue to work together over subsequent months with the help of the facilitator.
- This method of sharing challenges and receiving suggestions and support has proved to be of great value in executive education, as outlined in this 2-minute video <https://www.youtube.com/watch?v=6SFd-rhTUIk> from IESE Business School.

Format

6 full-day modules (09:00 to 16:30) in Lismullin Conference Centre

Cost

€2,950 per person which includes all work materials, meals and refreshments. The rate for a company sponsoring two people is €5,000.

Application

The number of places on the course is limited to 30. Early application is advised. The closing date is Friday 13 October 2023. Applicants should write to leadership@lismullin.ie, giving a brief outline of current responsibilities and indicating the reasons why they wish to attend. The 3 organisers of the programme are happy to answer any questions. Following brief conversations online, places will be offered.

Dates

2023

Friday 3 November

Friday 8 December

2024

Friday 19 January

Friday 9 February

Friday 8 March

Friday 26 April

Saturday 8 June (Family Day)



Testimonies

To gain an insight into the impact of the programme, the following brief videos with some who attended the 2022-23 programme may be of interest:



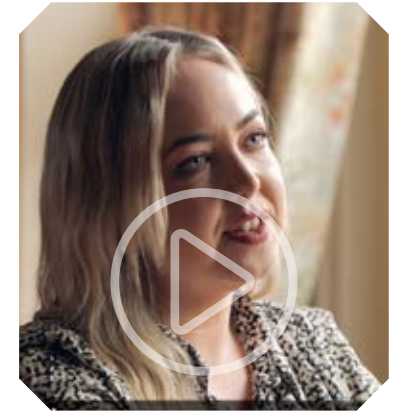
Barbara Hawkins, Head of Commercial, Deli Lites, Warrenpoint



Niall Donnelly, Tax Director, UHY Farrelly Dawe White, Dundalk



James Woods, Group Financial Director, GM Marketing, Belfast



Martina Gribben, Audit Director, UHY Farrelly Dawe White, Dundalk



Conor Moloney, General Manager, An Púcán Bar, Galway City



David Doherty, Product and Development Manager, Garage Door Systems, Ballymena



Michael McKeown, Structural Precast Production Manager, Creagh Concrete, Co. Antrim

Faculty



JOSÉ FONSECA PIRES

José Fonseca Pires <https://www.aese.pt/en/jose-fonseca-pires-en> is Head of the Department of People Management at AESE, a member of AESE's Board of Directors, Director of the Advanced Program in Health Management, and an executive coach. He graduated from the University of Porto with a degree in medicine, gained an MBA at AESE, and then a PhD in Human, Social and Legal Sciences at UIC-Barcelona.



FÁTIMA CARIOCA

Fátima Carioca <https://www.aese.pt/en/maria-fatima-carioca-en> is Dean of AESE Business School in Lisbon, an associate school of IESE. She is Professor of People Management in Organisations and an executive coach. Following a degree in Electrotechnical Engineering and an MSc in Systems and Computer Engineering at the Instituto Superior Técnico in Lisbon, she gained a PhD in Management from Manchester Business School. She also has a Masters in Marriage and Family from the University of Navarre. Co-founder of Edisoft <https://www.edisoft.pt>, a software development company, she is married with three children.



Certificate and guidelines



- **A certificate plaque from the Lismullin Institute will be granted to those who attend all 6 modules and take part in the executive challenge and peer-coaching.**
- **Continuous Professional Development: many who attended these courses at Lismullin found that they helped towards satisfying their CPD requirements.**
- **The Chatham House Rule applies: participants are free to use the information received, but not reveal who**

made any particular comment; this is to help increase open discussion.

- **A focus on the importance of behaving in an ethical way has been at the core of the Lismullin Leadership activities since the beginning. A practical guideline used has been that formulated by Edward Freeman of the University of Virginia: “The Rule of Ben, Emma and Molly (his three children): Can I explain to them what I’ve done today, so that they might feel proud of their father?”**



Venue

- **Lismullin Conference Centre, Tara, County Meath**
- **Eircode: C15 XW40**
- **40 minutes from Dublin city centre (M3 Exit 7 for Skryne / Johnstown)**



Organised by



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Supporting Companies

The following companies have agreed to support this leadership programme by encouraging employees who wish to take part in the context of Continuing Professional Development:



- **Creagh Concrete, Toomebridge, Co. Antrim**
www.creaghconcrete.co.uk
- **Garage Door Systems, Ballymena, Co. Antrim**
www.garagedoorsystems.co.uk
- **Atlantic Aviation Group, Shannon Airport**
www.atlanticaviation.ie
- **Connacht Hospitality Group, Galway**
www.theconnacht.ie
- **CW Applied Technology, Shannon**
www.cwappliedtechnology.com
- **Flanagan Kerins, Bray, Co. Wicklow**
www.flanagankerins.ie
- **Mongey Communications, Naas, Co. Kildare**
www.mongey.ie



Background

- This certificate course, organised by the Lismullin Institute, was started in 2006 by a group of business people from the Republic of Ireland and Northern Ireland. Its main founders were:
- **Dr John Killeen**, Chair, Marine Institute; Director, Way 2 Work Ireland; Freeman of Galway City; Chairperson, Lifeboats Ireland; Trustee, RNLI
- **Seamus McKeague**, CEO, Creagh Concrete, Country Antrim; President, Irish Academy of Engineering; Habitat board member



Dr John Killeen



Seamus McKeague

- The overall aim was to help business people develop their leadership talents to the full, with a particular focus on professional integrity and ethics, and to create a network to provide mutual support in the context of business development.
- 60 day-long seminars took place in Lismullin, using professors of international standing and case studies from Harvard and similar business schools, and were attended by over 500 business people. Each seminar finished with an address by a keynote business leader.
- Nearly all professors have come from IESE Business School (www.iese.edu). Like IESE, Lismullin is an educational undertaking of Opus Dei (www.opusdei.ie), a Personal Prelature of the Catholic Church.
- In 2012, based on their experiences in promoting and running the leadership seminars, six of the founders set up a separate non-for-profit national business, namely the Timoney Leadership Institute (www.timoneyleadership.ie) which, has been a considerable success.



www.lismullin.ie
www.lismullin.ie/leadership