

# Strategic thinker development programme

An in-depth, applied development programme designed for mid-senior leaders and professionals who are serious about building a strategic thinking skill set and want to increase their impact to become confident strategic contributors at their current level and beyond.

## Programme Overview

Through an eight week journey involving assessment, collective and individual learning modules, reflection, real-world application, and one-on-one coaching, participants learn both a strategic thinking process and the key supporting skills that will develop them into competent, self-aware strategic thinkers. The programme's best-practice blended design allows participants to deepen and

consolidate their learning over time. The opportunity to apply their learning makes the new concepts vivid, accessible and transferable. Participants also gain the immediate value of real-time insights into their current business challenges. The inclusion of psychometric assessment and one-on-one coaching in this programme make it a truly personal and transformational learning experience.

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### Assessment

A Cognitive Process Profile (CPP) assessment and one-on-one feedback session arms participants with personal insight into their strategic thinking capabilities and gives them a language for exploring and developing their cognitive skills throughout the programme.

- Robust, valid and sophisticated psychometric ability assessment.
- In-depth assessment of strategic thinking ability including strengths, development areas, cognitive styles and learning potential.
- Results are confidential unless agreed otherwise.

### Strategic thinking process

Through the learning modules, participants are introduced to a strategic thinking process with hands-on application to one of their current business issues. The thinking process will elevate awareness of their thinking, provide structure, and help them to:

- gain the clarity and confidence needed for making deliberate strategic choices,
- link day to day decisions to the bigger organisational picture,
- recognise and avoid reactive decisions, and
- access their best insights on important business issues.

## Strategic thinking capabilities

To support real-world application of the strategic thinking process, participants will learn the skills of effective strategic thinkers as well as key neuroscience principles that explain how the human brain both helps and hinders us as strategic thinkers. Armed with this knowledge and drawing on their assessment results, participants will take a deep, reflective dive into their own styles and capabilities in these areas.

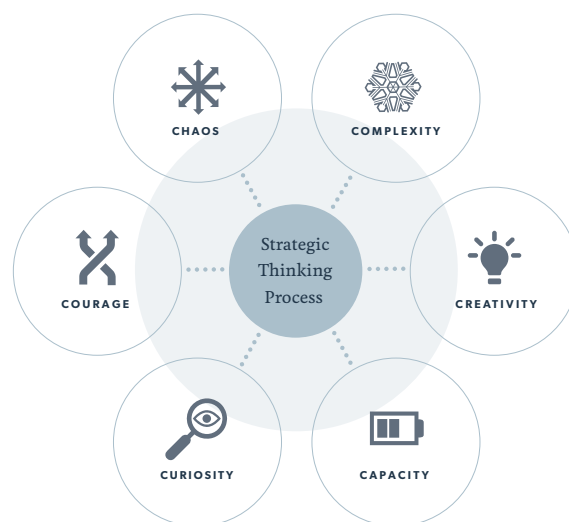
## One-on-one coaching

The coaching aspect of the programme provides participants with the opportunity to cement and build on their learning and insight, as well as target their personal development needs.

## Who should attend?

- Mid-senior leaders and experienced individual contributors.
- Mid-level leaders who are preparing for promotion to senior leadership roles.
- Senior leaders who are recently promoted or experienced but want to build on their existing skills and gain more clarity.
- Technical specialists and other senior professionals who may not lead a team but contribute at strategic levels and want to have more influence.
- Anyone experiencing performance challenges in the area of strategic thinking or complex problem-solving.

## THE SIX CAPABILITIES



## Details

Delivered as a public or in-house programme.  
Online format.

*“Outstanding programme, with a highly effective approach, excellent facilitation and ideal balance of theory and practice. Almost every session had a few “wow!” insights, alongside hard graft to tease out how we could apply them to our work/business challenge.”*

– Greg Munford, Senior Sustainable Investment Strategist, NZ Super Fund. (June 2023)

## About

## Kia ora, I’m Nina Field.

I am a NZ business psychologist with a passion for enhancing leadership capability and performance. I have spent the last 18 years working with people and how they think, act and lead. I spent 11 of those years as a Military Psychologist optimising people performance in demanding environments. During that time, I made my foray into strategy and that got me curious about the psychology of strategic thinking and started me on the path to my work today. My programmes are about equipping leaders and leadership teams to play their best, and most strategic game, in a demanding and uncertain world. I take a unique holistic approach to the development of strategic capability. I come simultaneously from a psychology and strategy angle, weaving the two together to encompass development of the person as well as the task. I aim for personal and team transformation through a combination of learning, self-insight and reflection - I don’t just teach strategic thinking, I create strategic thinkers and strategic teams.

