



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE



# 5R Leadership Program



**An award-winning leadership program that focuses on creating inclusive, high-functioning, healthy teams; delivered face-to-face or online**

## What is 5R?

5R is an award-winning leadership program developed by researchers at The University of Queensland and their international partners. Informed by two decades of world-leading research, it recognises that leadership is a group process that centres on leaders creating inclusive, high-functioning and healthy teams.

Designed to be delivered either face-to-face or online, the program's five modules provide a framework for exploring different facets of the leadership process. These involve structured learning, reflective thinking, group activities and workshop discussions, all of which contribute to a leader's ability to deliver positive outcomes for the people they are leading.

In this way, the program is designed to be as valuable for the groups being led as it is for the leaders themselves. Indeed, it is this that makes the program both distinctive and effective.

## How 5R works

5R is a customisable program that can be adapted to suit any organisation's needs, and can be delivered in both face-to-face, online, or hybrid formats.

It is built around 5 modules – The 5Rs: Ready, Reflecting, Representing, Realising and Reinforcing. In these modules, participants learn about the importance of leading with and for their teams through a blend of structured learning, critical reflection, facilitated discussion, and focused group activity.

Guided by 5R facilitators, these different components of the program give leaders a rich appreciation of the true nature of leadership, as well as practical skills that help them put theory into practice. By helping leaders to work more effectively with their teams, 5R is an optimal platform for personal growth, group advancement, and organisational development.

# 5R Leadership Program



<b>Readying</b>	<p><b>Why does 'we' matter?</b> Raising awareness of the importance and value of groups for leadership.</p>
<b>Reflecting</b>	<p><b>Who are we?</b> Using social identity mapping to assess both your and your team's workplace connectedness, and areas for change and growth.</p>
<b>Representing</b>	<p><b>What are we about and what do we want to be?</b> Clarifying group goals, values, and aspirations.</p>
<b>Realising</b>	<p><b>How do we become what we want to be?</b> Implementing strategies to achieve group goals and embed group identity.</p>
<b>Reinforcing</b>	<p><b>How can we be better?</b> Ensuring that leadership is ethical, healthy and sustained.</p>

## Why 5R will benefit you

5R has a range of unique features. In particular, it is:

These features, in turn, have a range of benefits for participants, their teams, and their organisations, including:



Underpinned by evidence-based science and cutting-edge theory



Enhanced team functioning



Supported by a world-leading research team



Increased cohesion and connectedness



Continually validated through ongoing academic research



Greater inclusiveness and alignment



Tailored to the specific needs of participants and their organisation



Improved well-being and mental health

Winner of Australian Psychological Society's 2017 Workplace Excellence Award for Leadership Development



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