

Advanced Leadership Skills and Techniques

Description

This course is designed for senior managers who wish to enhance their leadership thinking, behaviours and actions to increase their effectiveness as leaders. The event will give greater depth to the subject matter than traditional senior management training and develop personal leadership abilities.

The event is a two day interactive workshop that combines facilitation, individual exercises and group activities.

Benefits of the Course

By the end of the course you will be able to:

- Recognise and develop the qualities of leadership
- Understand your personal traits
- Know and apply the different leadership styles appropriately
- Be effective in dealing with conflict
- Maintain the highest standards of ethical behaviour as a leader
- Understand the role of performance management in building a high performing organisation
- Be able to communicate like a leader

Day One

Session 1

Questions of Leadership

- The challenges facing Leaders
- Differences between leaders and managers
- The qualities of difference
- Traits and skills

Session 2

Where are you now: Personal Profile

- Contingent styles and the ability to flex
- Personal social style
- What is emotional intelligence?
- Emotional intelligence framework and questionnaire
- The Johari Window

Session 3

Leadership Styles and the ability to flex

- Transactional and Transformational: getting the balance right
- Leadership Styles: the Tannenbaum & Schmidt Continuum and how it applies to leadership
- The different styles and when to use them

Session 4

Dealing with Conflict

- Handling Conflict
- Conflict Resolution
- Your personal style
- Maintaining neutrality to achieve resolution

Day Two

Session 1

The ethics of leadership

- Understanding ethics
- The implementation challenge

Session 2

Leading a high performance organisation

- The characteristics of an HPO
- Building an HPO and the role of performance management
- Setting the standards and coming the role model
- Objective setting for success

Session 3

Communicate like a Leader

- Principles of effective face to face communication
- Understanding Proxemics and how it applies
- Effective Presentations
- Business networking