

Leadership

The world is changing so quickly now that our ability to change with it represents a significant competitive challenge. This means leadership is challenged.

We are accustomed to seeing leaders as heroes in movies – rugged males working as individuals, with unending courage and resources. Is this the leadership needed in companies?

How can leadership embrace change, teamwork, with both men and women in leadership?



Content

This workshop offers a framework for thinking and practising leadership.

Firstly – what are the different styles of leadership used and in which circumstances are they used?

Secondly, what are the skills required to use each style and how can they be learned and developed?

Participants will also complete a self-assessment questionnaire to gain insight into their current practices.

Review a range of corporate assessment techniques

Complete and receive the feedback from a 5Factor Inventory personality assessment

Differentiate between leadership and management, and add choices to your leadership options

Identify and apply 5 useful leadership styles

Assess the consequences of supervising too closely and not closely enough

Conduct performance management discussions for star performers, average and failing performers

Differentiate between and apply 3 types of coaching

Workshop length

This learning intervention is conducted in two forms: 1 or 2-day coaching workshop, with the option for two 1-to-1 coaching sessions with each participant in the following two weeks.

Testimonial

"After the course I know more about myself, my strength and weakness. I know how to link up my personal goal to company goal and how to become a good supervisor."

Hong Kong - 2007



Workshop results

Your team understands what they have to do and the required standard

Delegate jobs to the right people, giving support where needed

Be a leader to anyone

Employees appreciate the practical feedback that you offer, and improve their performance

Manage difficult discussions effectively

Your coaching style allows you to work with a wide variety of personal and corporate issues

Keep your emotions in check - for example, control anger and fear

Manage the emotions of others by building constructive long term relationships

Perform at your best, even when under pressure

Who will benefit from this workshop

New supervisors and team leaders, or experienced managers (self-taught) with little or no management training experience. Any manager hoping to improve their leadership of others on a one-to one basis.

Moments of truth*

Ensuring you have 2 people who can do each key job

Orient a new employee who joins your team

When you delegate a job and its not done, or quality is poor...

When you delegate a job, and they complain

When an employee is capable of achieving more than they are

When you take holidays, who replaces you temporarily?

When your boss underestimates your achievements

When your peers are uncooperative

* Situations and events in business in which specific knowledge and skills will make the difference between success or failure.