

Leadership Managing People

Today's managers are expected to demonstrate vision, be excellent communicators, manage team affectively, build a culture that is invigorating and fun, and maintain a work-life balance – all part of the job! This course provides you with the skills and techniques to be a superior business leader and people manager.

Snapshot

Duration: 2 days

Learning Outcomes

At the end of this program you will be able to:

- Analyse your natural leadership style and identify areas for development
- Explain the concept of Emotional Intelligence and its importance for leadership
- Create a leadership development plan
- Evaluate your team to ascertain differences in communication and personality
- Use strategies to communicate effectively with people with different styles
- Formulate a plan and goals to create results
- Use strategies to enhance employees' performance
- Coach an individual through a performance management session
- Create and commit to a personal leadership vision

Course Content

Setting the Context

- Introduction
- Where do you choose to play?
- Learning outcomes
- Participant objectives

The Adaptable Leader

- What kind of leader do I want to be?
- Leadership styles
- Leadership focus
- Leadership direction

Emotional Intelligence

- What is Emotional Intelligence?
- Emotional intelligence and leadership
- Responsibility

Understanding Teams and Individuals

- Team versus group
- The power of teams
- Understanding different personalities in your team 4 dimensions of behaviour

Modelling the Way

- Leader as role model
- Making tough decisions

Team Engagement

- Engagement
- On or off the bus
- Motivation for buy-in
- Fostering collaboration

Planning Success

- Working on the business
- The planning process
- The vision
- What's happening now?
- Generate options
- Setting SMARTIES Goals
- Getting into action
- Monitoring progress

Enhancing Performance

- What is enhancing performance?
- The skill of feedback
- Managing performance 'on the fly'
- Addressing challenging performance
- Performance management

Be the Vision and the Act

- Your leadership vision
- Action plan
- References and further reading