Transformational Leadership

Objectives:

- Understand and recognize themselves as leaders
- Learn what effective leaders practice consistently
- Engage and find balance among the leadership roles they need to play
- Communicate clearly, effectively, and persuasively as a leader
- Understand the fundamentals of teams and team leadership
- Establish clear performance expectations to confront poor performance
- Increase their ability and commitment to develop and empower others
- Increase your personal productivity and self-mastery

Who Should Attend?

This Transformational Leadership Training Course is ideal for developing new supervisors and managers, and for preparing high-potential candidates for promotion to leadership roles. Experienced leaders can also benefit from reviewing the core skills and gaining insights into the new concepts that create productive work environments. For Leaders, heads of departments, managers, supervisors, project managers, change agents and sponsors and all those involved in driving transformational change.

Outlines:

Module 1 – Core Principles of Leadership

- Timeless leadership principles
- The five myths of leadership
- Transformational leadership vs. traditional management
- The practices of exceptional leaders
- The five key roles of leaders
- Meeting today's leadership challenges
- Self-assessing your leadership style

Module 2 – Leadership Communication Skills

- Understand the essence and nature of the interpersonal process
- Impactful Face-to-face communication
- The barriers to effective communication
- Active listening
- Understanding the styles of communication
- Making impactful presentations
- Productive conflict & negotiation skills

Module 3 – Building and Leading Great Teams

- The difference between effective teams and traditional workgroups
- The three elements of High-Performance teams
- Four types of teams
- The stages of team development process
- Understanding team player styles
- Fostering team creativity
- Team decision-making and problem-solving

Module 4 – Leading for Performance Excellence

- Principles of motivation
- The difference between commitment and compliance motivation
- Coaching your team for success
- Using positive discipline strategies
- The elements of empowerment
- A model of situational leadership
- Leading your people and yourself through change

Module 5 – Leading Yourself to High Personal Effectiveness

- The Emotional Intelligence and leadership connection
- The Integrity Model
- Increasing self-mastery and personal power
- Overcoming the barriers to genuine self-management and self-discipline
- Clarify the difference between the important and the urgent
- To set professional goals to guide your use of time
- A systematic approach to developing personal improvement plans

Module 6 – Leadership styles

- Examine different organizational leadership styles and explore the different skills associated with them.
- Discuss how leaders can inspire others and achieve results
- Understand your dominant leadership approach and how to adapt your style to the needs of your employees.

Module 7 – Managing change

- Explore the key steps for introducing and managing change in your organization.
- Consider whether a `top down' or 'bottom up' approach works best.
- Examine the effects of social and informal networks on organizational change.
- Learn how to initiate and implement change management projects, creating buy-in and breaching resistance.

Module 8 – Persuasion and influence

- Investigate the `art' and `science' of effective persuasion.
- Understand the role of social dynamics and the strategies of social influence.
- Explore when persuasion techniques become effective.
- Learn how to persuade and influence colleagues to get results.

Module 8 – Motivating employees

- Learn the key motivators of human behavior.
- Acquire novel approaches to motivating employees beyond money.
- Apply motivation concepts and tools to managerial practice.
- Combine a simulation analysis with self-awareness tools and explore the problems faced in managing teams.
- Understand the importance of designing motivating work.