

High Performance Leadership - Why Should Anyone Follow You? - Residential Course

2 Days HPL

OVERVIEW

This high-impact residential programme will give leaders a crystal clear, 360 degree view of their strengths and development areas, using a globally recognised leadership framework from thought leaders Kouzes and Posner.

Participants will have the opportunity to receive one-to-one coaching and support from a facilitator in understanding their profile. The facilitator will also help participants to develop a personal leadership development plan to implement when they return to the workplace.

The Benefits of a Residential Course

Why is this a residential course? We believe it allows your participants to continue their learning in a relaxed way (one of the exercises is carried out over dinner with the facilitators), it builds their network with other senior business leaders and encourages all in sharing knowledge and experience with fellow participants. It also means that the facilitators can give each participant the one-to-one coaching and feedback in a relaxed environment.

DESIGNED FOR

Suitable for department heads and senior managers who work cross-functionally. They will need to deliver results through the effective management of people.

LEARNING OUTCOMES

By the end of this course participants will be able to:

- Understand their personal leadership strengths and limitations, and connect their own personal values with those of their organisation.
- Recognise the impact of their personal actions and behaviours on those around them.
- Identify and build on their strengths and the areas they want to develop in.
- Identify how to develop and manage relationships with others, building their commitment to the success of the organisation.
- Develop their skills in building coaching relationships with others to maximise their impact on the organisation.

TOPICS COVERED

Understanding Yourself

- How leadership makes a difference (Kouzes and Posner Leadership Practices Inventory™)
- The evolution of thinking about effective leadership
- Your strengths and development areas - how you see yourself and how others see you
- Looking at your motivations and drivers - what energises and what drains you
- Understanding your own responses and using this to influence others (Emotional Intelligence)

Model the Way and Share your Vision

- Identify your personal values and how those values impact on the decisions we make
- Understand what Leadership credibility is; the key to building trust and commitment
- Develop the skills to use unique vision stories

Challenging the Process whilst Enabling Others to Act

- Identify how to challenge the status quo
- How to create a climate for challenge for you and others
- Developing a talent profile for your team members
- Understanding your impact as a role model
- Coaching team members to enable exceptional performance

Encouraging the Heart

- Recognising and rewarding individual and team contributions
- Showing genuine appreciation for excellent performance
- Building a team spirit and collective identity

Personal Application Plan

- Build a meaningful plan of action to make a difference to you, your organisation and your people
- Understand and plan for the barriers to achieving success

EXTRA NOTES

An equivalent course is available in Arabic, French, German, Spanish, and Portuguese. Please call us for details.