

High Performance Leadership - Why Should Anyone Follow You? - Residential Course (2) days

Overview

Leadership is increasingly recognised as a key competitive advantage in a world of complexity and rapid change. Effective leadership needs to be demonstrated throughout the organisation. This course is based on latest leadership thinking and its applicability to YOU. The focus is on identifying your leadership strengths and limitations and establishing ways to enhance your personal effectiveness in your interaction with others.

This course employs the use of a 360 degree feedback leadership tool. Prior to attendance on the course you will be sent a questionnaire pack and asked not only to assess your own leadership competence but to ask 7 other people to also provide their perceptions. The results of this feedback will form the basis of your development through the course. Please note these questionnaires must be completed and returned in advance of the course. The course is residential and provides the opportunity to build a network with other senior business leaders.

Who Should Attend?

Department heads and functional managers who work cross functionally and need to deliver results through their effective management of people.

Outcomes

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

- Understand your personal leadership strengths and limitations.
- Connect your own personal values with those of the organisation for which you work.
- Recognise the impact of your personal actions and behaviours on those around you.
- Build on your strengths and manage your limitations.
- Develop and manage relationships with others, building their commitment to the success of the organisation.
- Build coaching relationships with others to maximise their impact on the organisation.

Content

The Link Between Effective Leadership and Organisational Success

- How leadership makes a difference
- The evolution of thinking about effective leadership
- Leadership in the modern enterprise

Understanding Yourself

- Your strengths and limitations - how you see yourself and how others see you
- Your personal values and their link to organisational values
- Your motivations and drivers - what energises and what drains you
- Emotional intelligence - understanding your own responses and using this to influence others

Building Relationships

- Situation sensing - being aware
- Engaging others; presenting yourself and your ideas effectively
- Understanding your impact as a role model
- Leadership credibility; the key to building trust and commitment
- Coaching and motivating others to build their capability and confidence

Building Your Personal Action Plan

- Identifying opportunities and planning actions to maximise your personal leadership strengths
- Anticipating barriers and ways to mitigate them
- Selecting trusted advisors to give you feedback and coaching
- Identifying measures and indicators of your increased effectiveness