Leadership Skills for People Managers
Fast paced, high value training for tangible results

Today, more than ever, business leaders need relevant and specific development for the role that they perform. High quality, fast paced training that provides immediate value & practical skills is not only desirable - it's vital.

This highly practical, modular program designed for Leaders and Managers covers Strategic vs. Operational Thinking, value-based leadership, coaching skills, influencing strategies and proven techniques for the development of true teams.

Even the most brilliant strategies will fail -

...unless we lead in ways that gain employee trust, support and commitment

Leadership vs Management
- Distinguishing between leadership and management
- When & how to 'cross the line'
- Understanding the immense power of true leadership

Understanding your Leadership Style
- Identifying & understanding the range of approaches available to lead others
- Personal style analysis & feedback
- Understanding different personalities

Values in Leadership
- Identifying your core values
- Aligning your values to positive leadership principles and organisational culture

Understanding Personalities
- Working with Different people
- Self-assessment analysis
- Recognising appropriate styles and approaches to use with colleagues
- Valuing differences in others

Breathing Life into your Vision
- The power of compelling vision
- Vision, Mission and Strategy.
- Communicating with Passion
- Bringing your people with you.

Strategic Thinking
- Planning and formulating a strategy
- Communicating a strategy to ensure success
- Develop Strategy into an Action plan

Managing Change
- The 8 Stages of organisational change
- Creating a climate of engagement
- Dealing with Resistance
- Developing Change Champions

Self-leadership, the key leading others
- Confidence & courage in leadership
- Overcoming fear and learning to apply principles of self-belief

Problem Solving
- Recognising and analysing problems
- Adopting a methodical approach to finding workable solutions
- 5 techniques for problem solving

Effective Decision-Making
- A logical approach to decision making
- Adapting your approach situationally
- Minimising RISK in decision making
- Building on your ideas

Navigating Organisational Politics
- Understanding the political landscape
- Managing strategic relationships
- Mapping your Political Arena
- The principle of the Inner circle

Building Effective Teams
- Building a true sense of teamwork
- Team Behaviours Model
- What behaviours must we develop?
- How to support/challenge each other?
- Maximising Team Synergies

Dealing with Conflict
- Distinguishing between negative behaviour and the person
- Establishing, at all levels, win-win scenarios in conflict situations

Motivating Your People
- Hertzberg's motivation theory
- Identifying motivation levels in a team
- Motivating individuals beyond their normal capabilities

Giving Feedback
- Giving structured effective feedback
- Using feedback to reinforce positive behaviour & change negative traits
- Feedback as a Coaching tool

Personal Action Plans
- Capturing the key learning points
- Creating a meaningful action plan
- Using the 'TOM Technique'

Programme Length: 3 days