

Introduction to 21st Century Leadership



First learn to lead your self before you try to lead others

Who is it for?

This one day workshop is for anyone who has the honour of leading others and has an interest in enhancing their leadership capability.

Overview

Today's organisations are often faced with complex, fast moving and never seen before challenges! This requires Leaders who can work collaboratively to grow the collective capability of people they work with. Great Leaders don't have all the answers, but they know someone who has.

This one-day introduction to 21st Century Leadership uses, exercises, theory, personal reflection and application to your organisation; to facilitate progression in your leadership journey.

Workshop Objectives

- Determine the difference between leadership and management and recognise the need for both
- Identify leadership and management aspects of your role
- Evaluate a number of leadership theories and principles for use in your role and organisational context including:
 - o Situational Leadership
 - o Transformational Leadership
 - o Distributed Leadership
- Determine your preferred focus as a Leader
- Use personal reflection to improve leadership capability
- Create a personal development leadership plan

Investment

Total investment for this one day workshop is £190 per person. Alternatively, this workshop can be delivered internally to your organisation for a total investment of £1680. Based on a group size of ten persons, this reflects an investment of £168 per person. This cost includes all relevant materials but excludes any costs associated with the venue.

Programme Content

Workshop 1 - Communicating with clarity - the directing styles

This workshop is designed to enable delegates to assess their approaches to people and team management and to develop performance through effective communication and implementing performance management strategies.

The key objectives for the workshop are:

- Reflect upon the skills and behaviours associated with the 'Directing' style of Situational Leadership.
- Practice effective communication skills using the Transmitter/Receiver roles.
- Create a personal Performance Management Plan.

Workshop 2 - Coaching for performance - the supporting styles

Workshop 2 examines one of the keys to effective leadership, achieving success with and through others. To achieve this we must gain a balance between coaching and managing performance. Coaching is the process of helping individuals maximise their potential to the benefit of themselves, the team and the organisation.

The key objectives for the workshop are:

- Reflect upon the skills and behaviours associated with the 'Supporting' style of Situational Leadership.
- Apply a five step delegation technique to gain willing co-operation.
- Practice basic coaching skills to enhance the performance of team members and colleagues.

Workshop 3 - Holding people accountable to deliver results

Empowering others to perform is the final element to becoming a Situational Leader. The aim of this workshop is to develop our self awareness, communication and interpersonal skills in managing challenging people and to provide a range of tools and strategies to create 'win-win' outcomes. The key objectives for the workshop are:

- Recognise personal style in dealing with conflict and/or confrontation.
- Apply a correction action technique to hold people accountable.
- Reflect upon the skills and behaviours associated with empowering others.

Open Programme dates

The programme is delivered through 3 full day workshops commencing 9.00 and concluding no later than 16.30.

Open programme dates to be advised.

Investment

Total investment for this two day workshop is £570 per person. Alternatively, this workshop can be delivered internally to your organisation for a total investment of £4990. Based on a group size of ten persons, this reflects an investment of £499 per person. This cost includes all relevant materials but excludes any costs associated with the venue.

Ilm Accreditation (optional)

For an additional investment of £59.00 per person, and on successful completion of this workshop and associated action plan, the Institute of Leadership and Management (ilm) will acknowledge the participant through the Development Award and twelve months ilm membership which includes access to online support materials, study guides and career development support.

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