

Contemporary leaders add value to their organisation, gain the commitment of others, and develop and deploy the talents of employees. Leaders have to be able to influence others to adopt new ideas. New ideas are only achievable once others agree, adopt and apply them. The way leaders deliver these key elements has dramatically changed, from directing or managing to empowering and facilitating. This course has been designed on a practical model of what effective leaders do to be clear about the results they want to achieve, the working environment they want to create and the relationships they need to build and sustain; supporting leaders to:

- Add the greatest value to
- Develop the talents and skills of their employees
- Align others in support of their goals
- Create high morale and team spirit focused on the needs of the organisation and not the needs of the leader
- Achieve results through powerful questions and compelling communication
- Manage themselves to achieve planned results
- Create a personalised leadership plan

## Who will benefit?

This course is designed for experienced Managers with a need to achieve more from people they manage. The focus is on the Manager's personal ability to motivate and gain commitment from these people, driven by the results they need to achieve.

## Course Outline

- Styles and tools that create great leaders
- Reasons why leaders fail
- Aligning your goals to your organisations key challenges
- Identifying values to lead by
- Balancing pull and push influencing styles
- The need for influence to achieve objectives
- Understanding what motivates and influences behaviour
- Identifying and influencing key stakeholders
- When to control and when to share power
- The collaborative decision-making process
- Building and maintaining productive relationships
- Coaching others for sustained development
- Managing your time around your key initiatives
- Managing change and resistance
- How to keep the team focused on results
- Avoiding blame, crises, and negative energy
- Discovering your strengths and unique contributions
- Identifying your intention as a leader

**Duration** 2 Days

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