

LEADERSHIP TRAINING

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COURSE LENGTH: 2.0 DAYS

The modern view on great leaders is that they have evolved to become a leader, instead of being born to the role. With patience, persistence, hard work and this Leadership Training course, you too can become a highly effective leader.

This 2-day Leadership Training course covers: how to be a leader with a vision, situational leadership, setting your team's objectives, expectations and goals, communicating with confidence and clarity, creative problem solving & decision making methods, managing conflicts and much more.

This comprehensive course is now available in London, Birmingham, Leeds, Glasgow, Sheffield, Bradford, Edinburgh, Liverpool, Manchester and UK wide.

Please click the In-House Training tab to receive a free quote for courses delivered at your preferred location.

LEADERSHIP TRAINING COURSE OUTLINE

FOREWORD

Leadership Development Training has a place of great importance in today's world as leaders are viewed as evolved rather than born. Leaders have been traditionally viewed as "mythological creatures", separate from the rest of humanity and empowered by some mysterious quality that smoothes their path towards inevitable success. However, the modern view is that through patience, persistence and hard work, therefore anyone can become a highly effective leader. The onus is on oneself to believe and make it happen. That is the reason Executive Leadership Training is so highly sought after by all successful companies.

Leadership development comes from within us, in the sense that deeply held values and principles provide the road map for the way we lead, and the way other people respond. Hence it is important that a Leader must first understand and then communicate one's own value systems to other people. It is always the Leader's personal value system that sustains them in their quest, whether they are a person of impeccable morals, or quite disreputable. Hence this is an integral part of management training as it is of critical importance to have self-awareness to lead and manage other people.

The role of a leader starts with a thorough understanding of the team's needs, aspirations and concerns, for which it is important to have excellent listening and facilitation skills.

This Leadership and Influencing Skills Training Program will teach you that effective leadership starts with a thorough understanding and congruence of the value systems of all parties.

OUTCOMES

Leadership Training - Day 1

- ▶ Understand the role of a leader, their traits, how are they different to a manager
- ▶ Look beyond the common leadership stereotypes
- ▶ Learn how your personality traits interact with your leadership styles
- ▶ Understand what Leading with Emotional Intelligence (EI) is and choosing the best approach
- ▶ Understand and Apply Situational Leadership
- ▶ Understand and apply the 5 practices of exemplary leadership
- ▶ Increase the performance of your team through developing team spirit

Leadership Training - Day 2

- ▶ Get the most out of your team by understanding the generational differences
- ▶ Influence with passion and empower others to act by using rapport building techniques
- ▶ Use creative problem-solving & decision-making methods
- ▶ Improve your coaching and mentoring skills
- ▶ Give feedback to inspire greater performance with engagement and buy-in
- ▶ Identify and apply strategies to manage underperforming members of the team

MODULES

Lesson 1: Getting Started

- ▶ Welcome
- ▶ Expectations
- ▶ Leading, Managing and Coaching
- ▶ Defining Leadership and Influence
- ▶ Characteristics of a Leader
- ▶ Core Leadership Theories
- ▶ Learning the Foundations of Leadership
- ▶ Reflection

Lesson 3: Leading with Emotional Intelligence

- ▶ Choosing the Best Leadership Approach
- ▶ Reflection

Lesson 5: Kouzes and Posner's Leadership Challenge Model

- ▶ An Introduction to Kouzes and Posner
- ▶ Model the way
- ▶ Inspire a Shared Vision
- ▶ Challenge the Process
- ▶ Enabling Others to Act
- ▶ The Importance of Trust
- ▶ Encouraging the Heart
- ▶ Reflection

Lesson 7: Understanding the Generations

- ▶ An Introduction to Generations
- ▶ Tips to Overcome Generational Differences
- ▶ Reflection

Lesson 9: Problem Solving and Decision Making

- ▶ Define the Terms
- ▶ Four Step Problem Solving Process
- ▶ Defining the Problem
- ▶ Reflection

Lesson 11: Feedback

- ▶ Four Key Areas
- ▶ Types of Feedback
- ▶ Feedback Delivery Tools
- ▶ Feedback Using the SBI model
- ▶ Seeking Feedback
- ▶ Bringing it all together
- ▶ Reflection

Lesson 2: Your Personality Style and Leadership

- ▶ LDP Review
- ▶ Personal Style Markers
- ▶ Leading Dimensions
- ▶ Reflection

Lesson 4: The Evolution of Leadership

- ▶ Situational Leadership
- ▶ Reflection

Lesson 6: Encouraging Teamwork

- ▶ The Five Dysfunctions of a Team
- ▶ How Successful Teams are Built to Last
- ▶ Reflection

Lesson 8: Influencing Skills

- ▶ The Art of Persuasion
- ▶ The Principles of Influence
- ▶ Influencing by Building Rapport
- ▶ Bridging the Gap
- ▶ Reflection

Lesson 10: Coaching and Mentoring

- ▶ Coaching
- ▶ Mentoring
- ▶ Introducing the G.R.O.W. Model
- ▶ Benefits of Setting Goals
- ▶ Setting SMART Goals
- ▶ Reflection

Lesson 12: Managing Performance

- ▶ Common Performance Issues
- ▶ How to Manage Underperformance
- ▶ The 'formal steps' checklist
- ▶ Underperformance Meeting Plan
- ▶ Reflection

Lesson 13: Reflections

▶ [Recommended Reading List](#)

WEB LINKS

▶ [View this course online](#)

▶ [In-house Training Instant Quote](#)