

One/two day Leadership Programme

Why you should attend

In the twenty-first century, leaders are made, not born. Whatever your current skill-base, you can build on it. In this one day intensive workshop, renowned leadership and management development consultant Robert Hersowitz will show you how. He focuses on the key factors, competencies, skills and techniques that today's senior managers need to be aware of in order to improve their performance as successful leaders.

If you want to ...

- Keep up-to-speed with best practice in leadership competencies and skill sets
- Examine and explore successful strategies for inspiring and leading others
- Learn how to apply leadership skills and competencies to a wide range of key interfaces including managers, team leaders, key staff, internal and external customers and suppliers (all of whom have diverse needs and work profiles)
- Reinforce and practice skills and techniques that ensure effective leader communication that impacts well on the rest of the organisation
- Evaluate, monitor and measure your own performance with a view to further career growth and personal development

... then this programme is a 'must-attend' event!

Key benefits

- Become more of a forward-thinking 'visionary' leader and less of a manager
- Learn to project confidence and inspire others
- Develop more effective influencing skills
- Learn how to encourage trust and support from others
- Understand your own profile as a leader and a manager
- Develop an insight into what motivates others (key interfaces)
- Benchmark yourself against the key competencies that are required to be an effective leader
- Become more efficient at controlling and monitoring quality and performance through others
- Learn how to share and disseminate information in the most appropriate and timely manner

- Improve and polish your team leading skills (particularly for meetings and briefings)

Above all, this programme will help you develop your leadership skills so that you get the results you want - both for your organisation and for yourself

Who should attend?

Senior managers and executives as well as existing leaders of organisations who want to enhance and improve their leadership potential

Programme

The changing world of leadership

- Organisations, leadership and management culture - current and future trends
- The difference between 'leading' and 'managing'
- Making the transition from manager to leader
- Changing organisational structures
 - Towards the Fishnet Organisation (fluid matrix)
 - How this affects leadership
- The changing role of the senior manager as 'leader'
- Identifying the competencies, skills and attributes that make senior managers effective leaders
 - Diagnostic tool
 - Self-testing

Essential ingredients of successful leadership

- Defining leadership
- The senior manager's perspective
- What followers (middle managers) expect from senior managers
- Balancing the leadership equation
- Empowerment vs. accountability and control
- Defining power and authority in the context of leadership in today's organisations
- Coaching and mentorship
- Strategies and skills
- Inspirational leadership through visions and missions

- Getting 'buy in' from managers
- Future trends in leadership
- Towards 'remote and virtual' leadership
- Leading and managing in the world of diversity and multiculturalism
- Key issues for international and multinational organisations

Communication, communication, communication!

- Promoting, translating and clarifying the mission/vision
- The senior manager as high profile disseminator
 - Skills and techniques
 - Developing and improving an effective repertoire of interpersonal skills and behaviours
- How to make an impact and a positive impression
 - Practical guidelines for developing different communication strategies
 - The 4 boxes 'grid' approach
- Building credibility through improving one's own image
 - Voice
 - Tone
 - Non-verbal communication
- Improving confidence
 - How to be more assertive, less passive and less aggressive
- The senior manager as facilitator, coach and mentor
- Managing meetings and group sessions
- Managing poor performers and difficult people
 - Assertiveness
 - Influencing skills
- Working with support staff, particularly secretaries and clerical support
- Building and developing the management team

- Leading change and transformation
- How change affects organisational stability
- Proactive and reactive aspects of change management
- The role of senior management in driving change forward
- Assessing and evaluating change factors in today's business world
- The nature and process of change and its human consequences
- The impact of change on individuals and groups
- Working with resistance to change
- Seeing change as a positive 'commodity' as opposed to an organisational hindrance
- Dealing with obstacles to change and transformation - lack of resources/finance/staff/equipment
- Identifying champions, backers, floating voters and those who resist change
- Learning to 'rewire the house with the lights on'
- Tools and techniques to facilitate change within the organisation