

# Certified Courses



# Leadership and Team Development for Managerial Success

## INTRODUCTION

- Effective leadership is a significant part of the answer to whatever challenges organizations may face. Being an effective leader involves much more than just getting things done. It involves getting the right things done by developing and managing motivated, high-performing teams.

In this training course, you will:

- Understand the practices of the world's greatest leaders
- Create a clear and compelling vision of the future
- Become a leader who empowers your team and brings out their best
- Learn how to organize and manage your priorities so that big things control little things
- Recognise leadership qualities inside yourself

## PROGRAMME OBJECTIVES

- Recognize your potential as a leader
- Understand the practices of empowering leaders
- Improve personal productivity and use of time
- Understand the fundamentals of teams and leadership within a team environment
- Learn the process for developing high performance teams
- Establish clear performance expectations for your team and develop the ability to confront poor performance

## WHO SHOULD ATTEND?

- Team leaders and other business professionals responsible for developing and leading high performance teams and who desire to enhance their empowering leadership and management skills

## TRAINING METHODOLOGY

- The Leadership & Team Development for Managerial Success training course uses a wide range of training methodology. Active participation will be encouraged to capitalise on the participants existing experience and expertise, plus the use of lectures, role plays, readings / case studies, group exercises and discussions. In addition, where appropriate, participants will be encouraged to discuss 'real life' situations in their organisations.

## PROGRAMME SUMMARY

### Participants will develop skills to:

- Be a better and more effective leader
- Empower and delegate supervisors
- Develop productive teams
- Manage high performance teams
- Enhance personal productivity
- All delegates will return to their organizations with a personal action plan to apply their learning to their job.

## PROGRAM OUTLINE

### Leadership Principles

- Principles of effective leadership
- Appreciate own leadership strengths and limitations
- The difference between Leadership and Management
- Types of leadership styles: Controlling & Empowering styles
- Flexibility in leadership behavior
- Imparting clear values to followers

### Leadership Roles and Practices

- Important roles of an effective leader
- Accountable leadership
- Imparting a clear vision
- Developing goals and objectives
- Motivating self and motivating others
- Building morale to achieve goals

### Productive Leadership through Self-Mastery

- What is self-mastery
- Your Interpersonal Interaction Style
- Techniques to manage your emotions

## Building High Performing Team

- Characteristics of high performing teams
- Creating high performance teams
- Stages of team development
- How to achieve team cohesiveness
- Identifying members' developmental needs
- Setting performance expectations

## Empowering Others to Succeed

- What does an empowering leader do?
  - Tips for empowering employees
  - How to delegate successfully
  - Strategies to become an empowering leader
  - Empowering other leaders
  - Empowerment in conflict management
  - Developing an action plan
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