Kitanovski & D2EM
Management and business
consulting, coaching and training.

Leadership Training – module 05

There is ample evidence in the news and in recent articles that even some of the best and most venerable organizations are failing to adapt to change, implement their strategic plans successfully, or prepare for a more uncertain future. This deficiency is ultimately rooted in inadequate **leadership development in organizations**. We believe the turmoil we are currently observing has something to do with ineffective **leadership competencies**, and that if we don't change our current approach to **leadership training**, we will see even more of the same.

Leadership training develops the capacity of people to perform in leadership roles in an organization. People in such roles facilitate implementation of an organization's strategy by leveraging the collective capability of the team.

Leaders have been traditionally viewed as "mythological creatures", separate from the rest of humanity and empowered by some mysterious quality that smoothens their path towards inevitable success. However, the modern view is that leaders are evolved, not born. With patience, persistence and hard work, anyone can become a highly effective leader by developing leadership skills.

Leadership training provides significant shifts in performance as it evokes the spirit of commitment and direction within the participant. A confident person with a clear sense of direction makes a good leader, as the deeply held values and principles that they have 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. Always the leader's personal value system sustains them in their quest for success.

What is Leadership?

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. Most importantly, it starts with a thorough understanding and congruence of the value systems of all parties. Hence, this is an integral part of executive **leadership training** as it is of critical importance to have self-awareness to lead and manage other people.

Benefits for the Participants:

- ❖ By attending this training seminar you'll learn how to:
- ❖ Identify and utilize your unique leadership style
- ❖ Be a good mentor and coach
- ❖ Build and maintain an effective team
- ❖ Avoid micro-managing - the number one mistake of managers
- ❖ Conduct performance reviews and provide effective feedback
- ❖ Manage and adapt to change

Leadership and Management:

Is there a chasm between leaders and managers? A parallel study of **leadership development** has also revealed 5 major flaws that cause once successful managers to derail while moving towards senior leadership positions:

1. Difficulty meeting business objectives
2. Problems with interpersonal relationships
3. Difficulty building and leading teams
4. Inability to adapt and change shifting mindsets
5. Lack of Cross Functionality

Training Topics:

1. Leading Today
2. Managing Self - Personal Goal Setting
3. Self-belief the core of shifting one's mindset
4. High impact presentation skills
5. Creating your personal leadership brand
6. Situational Leadership
7. Motivating Employees
8. Coaching for Better Performance
9. Providing Effective feedback
10. Conducting Appraisals
11. Effective delegation
12. Managing low performers
13. Handling attrition
14. Appreciating personality differences
15. Managing Change
16. Situational Leadership Skills
17. Effective vs. ineffective leadership

Who Should Attend: Supervisors, Managers and Team Leaders