Inspirational Leadership

Debunk HR
transformation in the real world

DURATION

7 Days training across 3 modules

PARTICIPANTS

Senior Managers and high performing middle managers ready to lead.

SUMMARY

The game changer that turns good managers into inspirers of people. This course addresses the 4 higher functions of leadership: High-Performance Enterprises, Employee Engagement, Inspirational Leadership and Business Transformation. It equips participants to wield their departments effectively and lead other leaders to personal and business success.

KEY TRAINING OUTCOMES

- Grasp the power of authenticity in leadership.
- Set the tone and create the environment for elite-performance to prosper.
- Recognise the role of image, perception & personal impact at senior level.
- Understand how to nurture a talent development culture.
- Being able to successfully coach and mentor.
- Apply steps to ensure managers/supervisors earn rank & file support every day.
- Understand the levers of organisation transformation.

PROGRAMME

Setting the business agenda
- Investment in capability
- Leadership factors that make a difference
- Competition is tough and expectations are high

Leading Authentically
- Range of leadership styles
- Purposeful Leadership
- Valued behaviours and the power of authenticity
- Driving results through Emotional Intelligence

Building Organisation Effectiveness
- Assessing team effectiveness
- Managing a team of managers
- The organisation Care Chain
- Avoiding employee dis-engagement

Communicating Effectively
- My communication style
- Improving my personal impact
- Managing the Political landscape
- Growing my network

Elevating Performance
- Beyond the performance management process
- Drivers and barriers to performance
- Fostering a culture of high-performance
- Lessons from elite athletes

Developing people
- The problems with identifying talent
- Do's and don'ts for developing managers
- Calibration, Peer Review & Monitoring
- Coaching and Mentoring

Leading Transformation
- Work place dimensions that impact change
- Practical tools for implementing innovation
- Barriers to changing behaviour
- Tactics for leading people through change
- Maintaining behavioural change