

2021

Tango with Change: Purposeful Leadership



Change is the lifeblood of successful, growing organizations, and the heart of change is people.



Introduction

The world is experiencing rapid changes and executives face what can feel like insurmountable challenges in a rapidly changing business environment. Reorganization, reshuffling of roles and functions, relocation and constant rescheduling posing serious burn out threats.

The pressing issue is to support the management staff to cope with such uncertainties with a sense of backing to thrive under these circumstances.

This course introduces the concepts of purposeful leadership in coaching self and team to excel under such challenging environment. It requires a shift away from the more traditional autocratic and hierarchical models of leadership to one which focusses on path finding, relationship and development.

Far sighted companies that engage in supporting their functional leaders to manage change in self & others would be the one that ride on the wave and maximize the benefits of change.

Learning Outcomes

DEFINE EFFECTIVE
LEADERSHIP:
LEADING FOR HIGH
PERFORMANCE

UNDERSTAND THE
COMMITMENTS OF
PURPOSEFUL
LEADERSHIP

USE PERSONALITY
TRAITS TO LEAD
EFFECTIVELY &
INFLUENCE

LEADING WITH
EMOTIONAL
INTELLIGENCE

APPLY SITUATIONAL
LEADERSHIP

FORMULATE
IMPACTFUL
ACTIONABLE PLAN
FOR SELF & TEAM

COACH & MENTOR
TEAM EFFECTIVELY

Learning Journal

- Possible changes that affect you as a person, and as a leader
- What are the challenges and opportunities posed by these changes
- What are the qualities you need to have to thrive in each situation
- Outline the different traits, styles, and contexts of leadership
- Interpret your own leadership style, or potential style, and that of those around you
- Identify effective and ineffective leadership in your context
- Review your strengths and weaknesses as a leader
- Analyze the challenges and tensions in leading for the present and the future
- Formulate your personal purpose as a leader
- Create alignment between your personal purpose and your organization's purpose

- Articulate the relationship between leadership and power
- Analyze the importance of difficult conversations
- Identify some of the challenges and limitations of building and harnessing teams
- Articulate what leaders need in order to build a high-performance team
- Deduce the role of the leader in high-performance teams
- Analyze the challenges and opportunities of optimizing team performance in your context
- Outline how leaders mobilize the different types of networks for effective leadership
- Apply the power of doubt in making decisions
- Analyze the extent to which change is being effectively managed



Who Should Attend

- Managers & team leaders
- Project managers
- Business owners
- Anyone who wants to improve on their LEADERSHIP skills
- Anyone who is experiencing ORGANIZATIONAL CHANGE

Course Outline

Module 1 Introduction

- The art of working smart
- The need to change
- Leadership & influence
- Core characteristics
- Components of Purposeful Leadership

Module 2 Factors and Actors

- REACH Personality groups and its effect on interactions
- Profile interactions

Module 3 Relationship & Trust

- Self-Awareness
- Building connections
- Building trust

Module 4 Influencing Skills

- Art of persuasion
- Principles of influence
- Bridging gaps

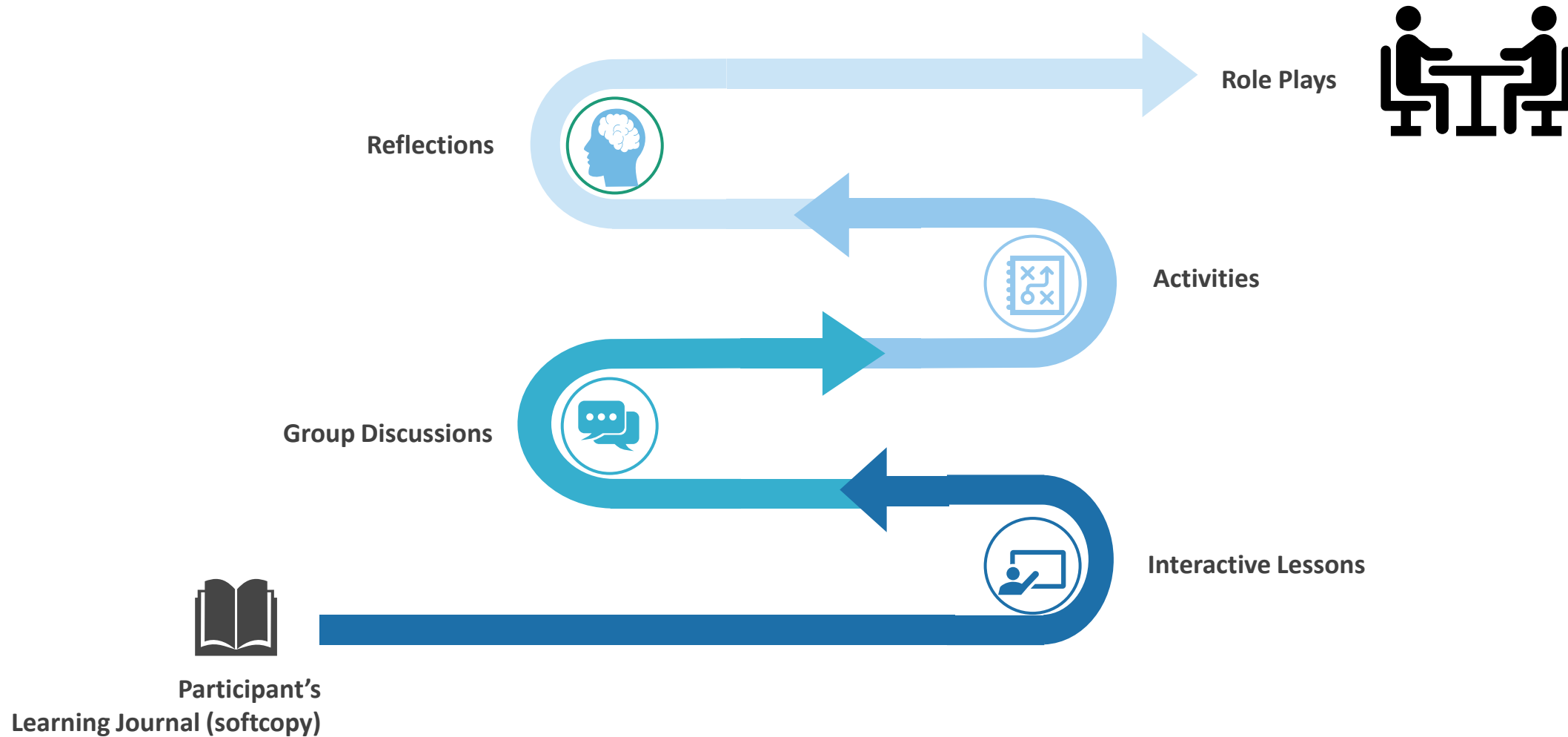
Module 5 Problem-Solving

- Introduction to problem-solving
- 4-step process
- Tools

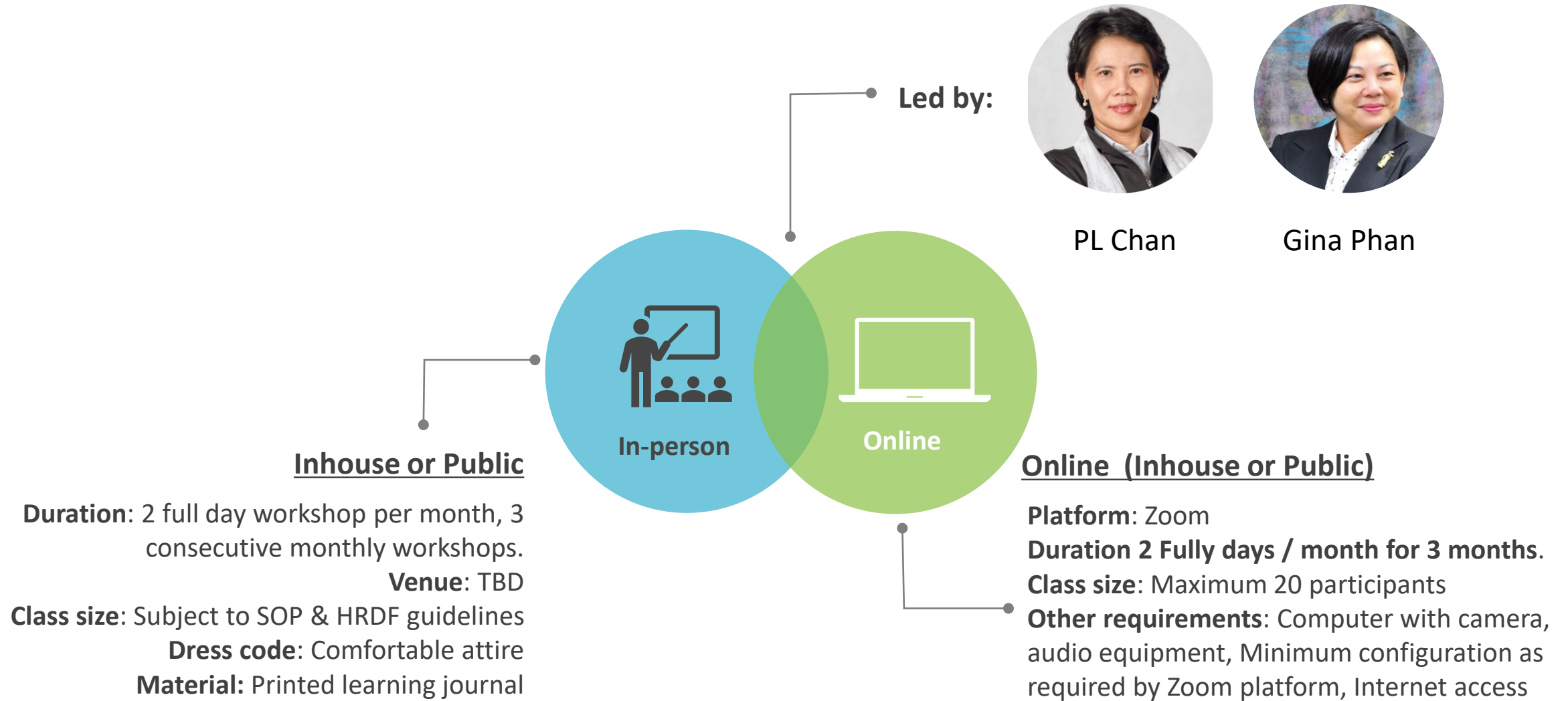
Module 6 Coach & Mentor

- Introduction to terms
- GROW model
- Setting goals
- Giving Feedback

Learning Facilitation Methodology



Available in Different Formats





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