

Leadership, Vision and Organisational Reality

INTRODUCTION

This programme on Leadership Vision & Organisational Impact complements the Leadership – Essential Competencies programme held the previous week. Having taken advantage of the opportunity to significantly enhance your personal leadership skills, you can now learn and practice a comprehensive range of very practical and highly effective leadership and management tools and approaches that can be immediately implemented upon your return to work. You will be able to introduce your own leadership vision and manage effectively to have a major impact on your organisation's performance and achievement.

The programme sessions will focus on showing you how to inspire and empower any team or organisation to achieve outstanding results. You will return home confident in your abilities to fire up the spirit and passion in your people by demonstrating strong leadership and management. The use of leading edge accelerated learning techniques ensures each programme session will be stimulating, challenging, highly effective and fun.

WHO SHOULD ATTEND?

- This programme is specifically designed to enhance the practical leadership and management skills of any individual in business, government, education, social aid and the military
- Anyone who is asked to lead and manage an organisation, division, department or team will return to work prepared and skilled to tackle the toughest leadership and management assignments
- The programme will particularly benefit anyone responsible for: developing and implementing organisational vision and success strategies, initiating and managing change, improving operational performance, creating and leading high performance teams and demonstrating empowering leadership and management

PROGRAMME OBJECTIVES

- Achieve measurable improvements in leadership performance
- Develop action plans to improve leadership effectiveness
- Re-focus and improve your department or organization
- Learn how to manage and motivate staff to outstanding performance
- Generate staff ownership and responsibility for change
- Measure and improve the performance of your people
- Lead difficult staff and colleagues through feedback processes

TRAINING METHODOLOGY

Participants will learn by using case studies and applying these theories to their own organisation in a series of lectures, examples, video case studies and interaction with the instructor as well as each other.

PROGRAMME SUMMARY

The programme initially explores a range of practical leadership tools commencing with the power of vision to inspire a strong sense of direction, enthusiasm and commitment in any team. Participants then learn the same graphical planning tools that enabled the completion of the Apollo moon landing in eight short years when even the experts said it couldn't be done.

You will then learn and practice a comprehensive range of leadership approaches to focus, inspire, motivate and enable your people to perform as outstanding individuals. After this, we focus on empowering you with a range of very powerful personal leadership facilitation tools to help you maximise your impact in your organisation. There is no doubt that this advanced leadership and management programme is unique and all attendees will return to their organisations immeasurably strengthened in their leadership and management capabilities.

PROGRAMME OUTLINE

DAY 1 - Strategic Thinking and The Power of Visionary Leadership

- Management vs Leadership
- Critical Leadership Competencies for 21st Century Managers
- Strategic vs. Operational Thinking
- Purpose, Mission and Vision
- The Power of Strategic Vision
- Painting a Picture of the Future - The Power of Graphical Vision
- Stabilising Vision
- Communicating Vision to the Vision Community

DAY 2 - Developing Leadership Power - Exploring Personal Purpose and Passion

- Developing the Leader's Personal Life Map
- Exploring the journey to Life to Reclaim Personal Power
- Keys to Personal Leadership Enthusiasm
- Understanding the Dynamics of Balance as a key to Resilient Leadership
- The Power of Personal Goals and Vision
- The Leadership Zone of Empowerment
- Eliciting and Clarifying Personal Values
- Optimal Time Management - A Crucial Leadership Skill

DAY 3 - Combining Management Skills And Leadership Competencies

- The History of Management and Leadership
- Leadership and Management in the Industrial Age - Production and thus the Manager were King
- The Paradox of Leadership and Management in the Information Age - The Customer and thus the Staff are King
- Delivering Customer Value - The Management Focus
- Staff Contribution Contracts
- Staff Empowerment
- The Power of Systems
- Ensuring Staff Capability

DAY 4 - Motivating, Rewarding and Leading Teams

- Why Do People Behave as They Do?
- Powerful Keys to Motivation
- Understanding Passion
- Rapport Mastery
- Deep Needs & Fears
- The Dynamics of Balance
- Inspiring Enthusiasm

- Managing & Leading - Style Flexibility

DAY 5 - Leadership in Action - Maximising Interpersonal Communications

- The Power of Communication
- The Five Keys to Effective Leadership Communication
- Effective Meetings and Presentations - Every Time
- Managing Change and Resolving Workplace Conflicts
- How to Optimise the Leadership Environment
- Taking Command as a Leader
- How to Present Data and Information
- Removing the Blocks to Communicating with your Staff