

MANAGE TODAY, LEAD TOMORROW

Management level

THE CHALLENGE

Leaders lead people. Managers manage tasks. There is a difference.

No one wants to be managed or supervised. Those terms have the connotation that someone isn't capable of working without someone being there to ensure they work properly. People want to be inspired and motivated to work and perform well.

Leadership is a difficult quality to define but one that is essential to the success of any team or organisation. Leadership is about the passion, the motivation and desire to get something done. It requires a vision for the future, an ability to see what's going on right now and personal qualities that bring others to follow you.

THE SOLUTION

The purpose of these work-sessions is to enable aspiring leaders to get the best performance from themselves and the rest of their team by gaining new insights, skills, tools and techniques needed to help them feel more confident, motivated and self-assured.

We will share proven strategies to help you shift your mindset from manager to leader, focusing specifically on communicating your vision, goal setting and achievement, clarifying expectations, planning and prioritising, constructive feedback and how to inspire yourself and others.

WHO IS THIS FOR?

Participants will ideally already be managing a team, or have previous experience of managing a team. For those who are looking to enhance the performance of their people and move them, and themselves, from good to great. For those moving from being a functional expert to leading people for the first time, you will want to find ways to motivate, engage, coach and have conversations that matter.

YOU WILL LEARN TO:

- Clarify what leadership means, to you and others
- Appreciate your own leadership style, qualities and strengths
- Build resilience and inspire trust in yourself and your team
- Cultivate conditions for team success
- Explore bias and create a culture where everyone thrives
- Apply coaching techniques to develop your teams
- Influence others, manage expectations and say no
- Embrace change and lead through it



MODULES

1 - Step Into Leadership

What qualities or skills do you need to be a leader today? What kind of leader are you now? Where are the gaps in your skills and capability? In this opening module, we answer these key questions.

2 - Trust & Resilience in Uncertain Times

Trust and resilience are widely recognised as vital competences in the workplace, and in today's increasingly complex working environment, the ability to build trust and resilience is critical for business success.

3 - Exploring Unconscious Bias

This module allows people to explore their own unconscious biases and gives them practical techniques for acting more consciously and making objective decisions.

4 - Managing Up

Delegates learn to recognise others' communication styles and how best to communicate with impact, how to influence others where you have no authority and how to manage expectations and say no.

5 - A Culture of Capability

The purpose of this module is to help you develop your team. Using the tried and tested coaching model, GROW, you will reduce any anxiety and maximize the opportunity to build your own and your team's capabilities.

6 - Readiness for Change

In tough times like these, how we anticipate and adapt to change is what helps individuals, teams and organizations to not only survive, but thrive. In this final module, you will explore how to successfully lead others through change.