

Effective Leadership

For middle-level managers | 2 days*

*Can also be 1 day

Participants will clearly understand their role as leaders/managers, given the organisation's vision, mission, strategies, and the environment within which it operates. They will know the behaviours needed to effectively lead change, foster a learning environment, and manage staff performance. They will appraise their own leadership through feedback from staff, self & exercises.

Objectives

On completion of the training, participants will be able to:

- understand their role as leader, given the organisation's vision/strategies
- evaluate their own leadership practices and learn from effective role models
- manage the people side of change effectively
- delegate appropriately, according to the skills, commitment and developmental needs of staff
- manage performance through performance planning, coaching & feedback
- foster a environment of learning and personal development.

Key Content

- The organisational vision/mission & strategies in a world of change
- The organisation's leadership requirements
- Leadership and management - similarities, differences and role models
- Your leadership/management practices: appraisal by self and others
- Leading and managing change
- Delegating effectively: a situational model
- Managing performance: performance planning, coaching, and review
- Managing unacceptable performance and recognising good performance
- Fostering a learning environment and taking personal responsibility

Comments by Participants

- Much more useful than I expected
- Very practical
- All the sessions were valuable - refreshers; leadership practices model a new one for me - very useful and well integrated into activities
- People with many levels of expertise attended and I feel all benefited
- Flexibility was appreciated, when other topics were seen as an issue - it was helpful to address them there and then
- Enjoyed greatly. Narayan did an excellent job.
- Thanks for the excellent information - I hope many more gain these benefits