



High Performance Leadership

Course Description:

In a shrinking world, all organizations and their managers are constantly being buffeted by unexpected twists and turns that call on them to react quickly, effectively and strategically. High Impact Leadership program will provide participants with the confidence, competence and tools to face and be proactive in making the changes necessary to add value to all stakeholders. It will expose you to tried and trusted state-of-the-art strategies to meet the rising expectations of external stakeholders and the new generation of employees.

This training course explores the principles of strategic leadership ability to help you develop an approach at all levels of your organization to build a new culture that embraces challenges and change.

Leadership program will also focus on the critical roles of team leader and middle manager in harnessing their team's potential, and introduces and practices techniques for moving the organization and the teams from average to excellence.

Training course will highlight:

- Your personal capacity for strategic leadership
- Exercising leadership more effectively for high-impact interventions
- Developing and motivating your team for peak performance
- Using strategic thinking to deal with resistance to leadership and change
- Getting ahead of the curve – being courageous and more proactive
- Creating an agile work environment
- Learning how to apply the best practices from some of the world’s most admired organizations
- Leveraging the talent of the Millennial generation
- Challenging assumptions
- Using measurement to build accountability for continuous improvement

Course Objective:

At the end of this training course you will learn to:

- Apply better approaches to leadership and strategic management
- Develop resilience and adaptability in responding to change and uncertainty
- Recognize and respond more effectively to your leadership opportunities and challenges
- Understand and apply leadership practices from some of the world’s most admired organizations
- Transform your organization to embrace opportunities and challenges
- Develop your team to deliver value-added continuous improvement

Training Methodology

This Management & Leadership training course will provide participative and engaging experience of a range of proven leadership and strategy models, methods and tools. High impact group work, exercises, situational simulations, individual feedback and case studies supported by both facilitators’ international experience with world class organizations. There will be opportunities to apply the learning to the participant’s own circumstances.

This training course introduces a strategic management system - a complete framework to help you lead the strategy for your organization. You also create your own personal action plan to help develop teams so the learning can be extended and shared beyond this training course.

Organizational Impact

You will develop new approaches to leadership and strategic management to help build a more effective and successful organization by:

- Developing a greater capability for leadership

- Contributing to the achievement of breakthrough organisational performance
- Developing the ability of managers to make good judgment quickly
- Increasing enthusiasm to tackle challenges
- Measuring outcomes to ensure accountability and improve employee performance
- Increase collaborative problem solving and innovation
- Creating a values-based environment that rewards accountability and respect

Personal Impact

You will develop a new appreciation of your capacity for leadership through:

- Leading more effectively and resiliently
- Guiding your team to a desired future
- Understanding the strategic impact of your current role
- Contributing to stakeholder benefits in meaningful and measurable ways
- Applying practical, proven tools and techniques to real-world situations
- Redesign your team structure to drive increased value

WHO SHOULD ATTEND?

Management & Leadership training course will benefit manager's thirst for a new way to tackle traditional organizational ills. It is suitable to a wide range of experienced professionals and will be of particular benefit to:

- General Managers and Heads of Department
- Project, Programme, or Portfolio, Managers who need a more strategic view
- Front-line Managers under pressure to do more with less
- Senior Managers charged with transforming their department or division
- Human Resource Professionals who need to be up to date on good leadership practice

Course Outline

Module 1: Leading for Strategic Success

DAY 1

The Current Context of Leadership

- Definitions of leadership
- Double loop learning
- Rational and non-rational approaches
- Leadership of groups and organisations
- Transformational change

DAY 2

Alignment: Linking Strategy to Operations

- Overview of a strategic management system
- Measuring results
- Foundations for success: Strategic leadership
- Business process management concepts
- Describing and realizing improvements using process models

DAY 3

Analyzing and Solving Complex Problems

- The difference between simple and complex problems
- Understanding complexity
- Solving complex problems with systems thinking
- Creative thinking techniques
- Analysing, preparing and winning arguments

DAY 4

Planning for Success

- The difference between good strategy and bad strategy
- Making a business case
- Group decision making and change
- Evidence-based management – *what really works?*
- Case study briefing

DAY 5

Overcoming Execution Problems – Useful Tools and Techniques

- Managing human factors in business performance
- Test your leadership – *practical case study*
- Overcoming bias and understanding psychology to get results

- Individual plans and presentations
- Commitment to action

Module 2: Leading for Organizational Impact

DAY 6

Anticipating and Impacting the Future

- Why Managers Need to Become Leaders?
- The Purpose of Leadership
- A New View of Leadership: Coach and Mentor Roles
- Essential Ingredients of a High-Performance Organization
- Leadership Styles: Self Evaluation
- The Importance of Context
- The Shackleton Saga: Lessons Learned
- The Impact of Leadership on Performance

DAY 7

Hiring, On-boarding and Training Future Leaders

- Attracting the Best Talent: Benchmark Practices
- Understanding Future New Hires: Welcome to the Age of Millennials
- Creating a Values-based rather than a Policies-based Environment
- New Approaches to On-boarding
- Finding and Hiring the Best Talent
- The Biochemical Basis of Productive Employees

DAY 8

Leveraging Talent

- Leadership: The Art of Possibilities
- Developing Trust: The Foundation of Engaging Employees in Setting Direction
- Filling Employee's Psychological Bucket
- Achieving the "A" Performance by Expecting More

- Coaching Roles: When to be a Sounding Board, Facilitator or Advisor
- Structuring Effective Regular Check-Ins
- Building Accountability for Goals
- Crucial Conversations: Being Assertive without Demeaning Egos

DAY 9

Powering Your Team to High Performance

- New Approaches to Teamwork
- Elements of Effective Teams
- Decision-Making: Choosing the Best Strategy to Suit Your Circumstances
- Achieving Alignment with the Corporate Vision and Mission
- Changing Your Measurement System to Build Commitment and Enthusiasm
- Identifying a “Balanced” Set of Key Performance Indicators
- Recognition and Rewards

DAY 10

Leading the Charge!

- Being an Agent of Change
- Building a Model for Influencing Change: Lessons from the Eagle
- Understanding and Leveraging your Power Base
- The Impact of Humility
- Getting into the Head and Heart of those who are Intransigent
- Producing Win-Win Outcomes