



excelledia

Leadership Awareness

3 Days back to back

Self-Awareness, Leadership Competency Development, Personal Impact, Feedback and Coaching

Item	Notes
Insights	<p>Self-Awareness</p> <p>The objective in this session is to gain a deeper understanding of the psychological preference concepts behind Insights and the impact on how we behave and interact with others</p> <p>Discuss the role perceptions play in communication – the barriers and importance of self-awareness and stepping back from situations.</p> <ul style="list-style-type: none"> • Critical Reflection • Self and Others • Perceptions and Awareness • Tutor intro to 4 humours • Introversion/Extraversion- Thinking/Feeling –Functions • Practical tips influencing other personality types <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>“I am able to control only that which I am aware of. That which I am unaware of controls me. AWARENESS empowers me.”</p> <p>– John Whitmore, <i>Coaching for Perform</i></p> </div>
	<p>Leadership Exercise – Ernest Shackleton, The Explorer</p> <p>This exercise provides the opportunity to practice various leadership skills, such as decision-making, problem-solving, teamwork, coping in a crisis, handling conflict, listening and accepting others, gaining trust and commitment, influencing, negotiating, communication and inspiring others.</p> <p>Opportunity for the facilitator to observe individuals in action. Further deepen self- awareness</p>
	<p>Knowledge, Skills & Attitude (KSA)</p> <p>Discussion on how this model can be applied right throughout the two days but more importantly back in the store. All through the programme linkages between the training room and the store will be made. We will be talking about ‘doing leadership’ rather than just ‘knowing’ leadership. <i>Introduce the concept of Professional Competence – Personal and Social Competence and different areas that underpin this. Where do they need to focus on?</i></p>
	<p>Is there an ideal leadership style in your organisation?</p> <p>What are the leadership competencies you need?</p> <p>What the challenges of a leader faces in your organisation?</p> <p>How can we overcome those challenges?</p> <p>Out puts from the second question above will be used to drive leadership I action rather</p> <p>Potential Development Areas Outputs – Big Picture Thinking, Delegation, Develop Others, Impact and Influence.</p> <p>From a Competency Development Perspective – Group work to Carry out KSA on each potential development area. Ensure clear distinctions are made between managerial and leadership behaviours within competencies that may be seen as both</p> <p>Create Personal Development Plans to become more effective leaders</p>

First Step: LEADERSHIP DEVELOPMENT:



Programme Overview for Leadership



Development
Three Day Programme for
Leadership Development- Top & Senior
Management

Day 1

Discovery & Strategy

- Insights Discovery: Understanding my Leadership Style
- Power and Influence
- Alignment to our Vision, Mission and Values
- What are our strategic goals for 2015?
- Competition & Benchmarking

Day 2

Overcoming Barriers

- Key Barriers to Success
- Analysis A Mind set and a Tool
- Key Communications around Strategy
- Challenges of Change? Creating Commitment for Change

Day 3

Lead to success

- Mastering the Matrix
- Different Levels of Partnerships
- Building Cross Functional Partnerships
- Team Performance Model
- My promise to my team
- Engage my team creatively
- Post workshop tasks and assignments.

excelledia



For further inquiries please contact:

P.O. Box 114019
Dubai-UAE
T +971 4359 3545
info@excelledia.com

www.excelledia.com