**SALES LEADERSHIP DEVELOPMENT**

**For Pharmaceuticals Managers**

1. **Basic Leadership & Situational Leadership – 2 to 3 Days comprehensive program** (Introduction to the Leadership concept for newly promoted 1st line Managers and application of Leadership style in different situation for Managers who are involved in people management)

**Course Objective**

* Definition and understanding Leadership.
* Apply the leadership styles by the Leader/ First line & other managers
* Achieve work/ tasks completion through group&individual leadership
* Balance task, group, and individual needs for effective leadership
* Develop individual responsibility&capability
* Delegate tasks, decision-making &achievement to individuals

**Course Outline**

* Management and Leadership understanding and difference
* Aspect of Leadership, Type of Leadership
* Flexible Leadership and Various factors influence Leadership style
* Detail on Leadership styles (simulation and role play)
* Delegation : advantage, difficulties, when delegation is not used and when delegation fails
* Action centered Leadership & Integrated Leadership
* Unbalanced Leadership
* Leadership power and influence.

1. **Field Coaching for 1st line & 2nd line Pharma Field Managers –** (Three Training Modules for High Potential Managers for 3 Days)

**2(A).** **Field Managers’ - Self Development**

* Learning on preferred thinking and communication preferences and how it is impacted the way of lead and coach
* Understand how a leader can inspire, energize and influence the team through a flexible communication model
* Understand what is meant by and explore the underpinning principles of authentic leadership
* Draft the leadership legacy of an individual leader.

**2(B).** **Field Managers’ - Team development**

* Understand and be able to apply a highly effective coaching process
* Be able to increase the quantity & quality of coaching conversations and coaching ‘moments’
* Know how to increase trust and respect with others
* Improve coach-ability and accountability of Reps
* Apply coaching skills to specific sales competencies
* Ensure coaching supports the various sales models

**2 (C) Field Managers’ - Business development**

* Understand the value of business planning
* Know how to develop rigorous but flexible business and action plans that will drive and enhance business and team performance
* Know how to deliver the right result at the right time with the right people doing the right things.
* Importance of top line in Business management.