



Advanced Leadership Development Skills

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Introduction

Business leaders are required to possess cutting-edge skills, leadership tools, passion, and talent necessary to succeed in a 21st-Century global society. This is a fast-paced, dynamic and highly informative advanced leadership programme. In this programme you will learn:

- Understanding of the power of leadership competencies
- Practical leadership tools and techniques
- Knowledge of coaching skills to enhance your leadership influence
- Insights on creating a world class learning environment

Who Should Attend?

If you're presently in a leadership position in your organization and you wish to step up to the next level of advanced leadership and management skill development, this programme is for you. Others who should attend include:

- mid to upper-level managers responsible for the continuous leadership development of others and building high-performance organizations
- team leaders and coaches who are called to inspire and motivate their workers each day to accept new responsibility
- sales managers and VPs responsible for improving the overall productivity of their employees while maximizing the potential of their sales organization
- human resource managers who are charged with creating and maintaining the human capital within their organizations
- customer service managers called upon to lead employees from customer service excellence to enduring customer loyalty through more effective leadership
- managers who wish to transform their way of thinking, managing and leading for a higher level of skill, empowerment, and overall achievement

Training Methodology

The programme uses case studies, interactive and engaging exercises, video clips, and real-world examples from world-class practices in leadership excellence.

Programme Summary

The programme opens by exploring the power of leadership competencies and how to apply them in the organisation. Using this initial analysis, the programme explores the leadership skills of strategic planning, succession planning, career planning, coaching, influencing, managing knowledge and managing performance. Participants also learn to implement these skills to promote a high-performance organisation. All attendees will return to their organisations better equipped to meet the challenges and demands of leadership.

Course Objectives:

- gain practical leadership tools and techniques that can be applied immediately
- learn successful leadership approaches from the best-of-the-best world-class organisations
- understand how to apply the 10 most powerful leadership competencies for greater success
- use effective strategic planning for leaders: a step-by-step process
- understand critical components of succession planning
- acquire the Leader's Guide to career planning
- learn authentic coaching guidelines for turn-of-the-century leadership
- manage knowledge and human capital
- see improved ways leaders are measuring performance by using performance builders

Course Outline:

Module 1 - Leadership Competencies

- understanding the power of leadership competencies
- incorporating leadership competencies into your organization
- 10 most powerful leadership competencies
- developing your own competency model
- applying competencies in your organization
- aligning competencies to yield greater business results

Module 2 - Strategic Leadership Planning

- strategic planning step-by-step when goal setting isn't enough
- creating your own strategic plan to use immediately
- four-part blueprint for strategic planning
- implementing your plan for optimum effectiveness

Module 3 - Succession Planning and Career Planning

- applying critical components of leadership succession
- attracting and retaining top talent
- creating leaders from within
- building your dream team
- developing careers
- learning lab: real-world best practices exercise

Module 4 - Coaching at all Levels - Becoming an Influential Leader

- using primary leadership styles of effective coaching
- developing authentic coaching guidelines
- using 11 principles for coaching success
- implementing a four-step plan for developing your influence
- expanding the sphere of influence
- learning lab: real-world coaching best practices exercise

Module 5 - Managing Knowledge and Better Ways to Measure Performance

- creating a world-class learning environment
- understanding the future of learning in the organization
- realizing the importance of 21st Century training and what has to happen first
- Deming's take on performance appraisals: performance appraisal vs. performance building
- evaluating current performance appraisals and improving them greatly
- new and better ways for measuring performance you never thought possible

