



## The Leadership Development Program

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# The Leadership Development Program

## Course Summary:

Employees are not told what to do anymore. Now, you need to engage your team and assist them in reaching their goals. You do not direct; you win the team over to your point of view. You do not dictate; you inspire and empower! You can learn how to effectively engage your team by focusing on your team leadership development. Leadership development is needed to successfully take charge of your team in today's business world. This corporate training program will teach you how to stop managing and start leading; and, as a result, make you a vital part to your organization's future. Investing in leadership training will help build your team's management fundamentals, which will ensure you are more than likely to have a bright career path ahead of you.

This program is designed to help participants put effective, collaborative methods of leadership to work in their organizations and leverage the leadership potential of all members of their teams. Participants focus on developing their own leadership skills and personal influence, as well as explore strategies for building a team of strong individuals who will support each other, deal with tough problems in an efficient manner, and take accountability for results. Effective leaders are those who possess the inner compass that guides their daily actions and enables them to earn the trust of their colleagues. The next generation of business executives will success by developing outstanding leaders who empower leaders at all levels throughout their organization. This program will help you better be able to:

- Strengthens your leadership collaboration within the company team
- Provides an opportunity to work with colleagues from around the world
- Builds on the experience of other executives in similar positions in other organizations
- Leverages the knowledge of the team to embed learning in the organization at all levels
- Develop strategies for using personal leadership power and building strong, mutual influence relationships within your organization

## Who Should Attend?

Team Leaders, Managers, Superintendents, HR Officials, T&D Personnel, General Supervisors, Executives, Supervisors, Financial Officers and Controllers, Process Managers, Strategic Planning Managers, Key Personnel, OE Champions, Chief Executive Officers, Directors, Company Secretaries, Presidential Advisors, Ministerial Advisors, Board Advisors, Chief Financial Officers, Board Members, Heads of Department, Directors of Human Resources, Directors of Business Development, Strategic Advisors, Senior Managers, Project Directors, Engineers, any person needs to acquire managerial and leadership skills

## Course Objectives:

By the end of this course delegates will be able to:

- Understand key leadership styles/behaviors and in which context to use them
- Discover the core competencies required for exemplary leadership
- Examine the ethical aspects of leadership and values which drive lasting results
- Enhance others' perception of you as a leader with integrity
- Build the right culture for people and processes to support your strategy
- Build effective coaching techniques
- Master problem analysis and decision-making
- Effectively communicate change
- Strengthen listening skills
- Recognize team success with enthusiasm
- Learn the steps of delegation process

## Course Outline:

### Ethics and Integrity in Leadership

- What is effective leadership?
- Redefining assumptions about leadership

- Inner voyage that links performance to morality
- How leaders harness integrity to achieve greatness
- Case studies in ethics and integrity

## Exemplary Leadership Styles

- Styles of exemplary leadership
- Positioning yourself as a leader with any audience
- Applying different mixes of leadership in different settings
- Achieving strategic alignment with your team and organization
- Getting different people to buy in to strategic change

## The Authentic Leader

- Identifying your purpose and establishing it as a cornerstone of your leadership approach
- Leading by example; creating a culture of authenticity, high standards, and shared responsibility
- Empowering others to lead—exploring effective approaches that work
- Leading from strength; acknowledging and using your influence
- The authentic leaders - a servant leader

## The Psychology of Leadership

- Defining and finding your own leadership values
- Translating values into behaviors to build the right culture
- Heightened awareness necessary for personal and organizational transformation
- Personal discovery and insight about your leadership performance
- The psychology of leadership and its implications on behavior

## Sustainability of a Leader

- Self-development of the leader
- How these competencies relate to your work environment
- Gaining commitment from employees
- Creating a vision to sweep away mediocrity
- Preparing for your personal self-development plan