



Next Generation Leadership

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Transforming Personal and Team Effectiveness

INTRODUCTION

Outstanding leadership and team performance are essential in today's dynamic, volatile, and competitive global market. However, it's getting harder to achieve these because of: the increasing rate of change in the business and political world; the very different needs of the multiple age groups present in today's workforce; and the rising number of highly specialized knowledge-based workers. All of these make it a challenge to manage, engage, motivate, and obtain the discretionary effort from today's employees. As a result, the largely untrained '*natural*' or '*default*' leadership style used by most leaders today needs to be replaced by something much more effective.

What is required is '*Next Generation*' Leadership, i.e. leadership for the largest generation of workers now in the workplace (Generation Y and emerging Generation Z) as well as a new situational approach to leadership. Next Generation leaders are able to lead themselves and others effectively by assessing the needs of a situation, selecting the most appropriate leadership approach and then use powerful new insights into employee thinking, behaviour and motivation.

This Next Generation Leadership training course comprehensively addresses these needs and is based upon the next generation of leadership-development tools. It covers powerful and exciting ways to enhance personal and team performance, job satisfaction, leading and coaching within the team and how to achieve continuous individual and team learning.

This BTS training course will highlight for you and your staff:

- The essential leadership approaches that are required in today's organisations
- Your own and other's personality preferences
- The kind of team you are all part of, how you fit in and your own unique contributions
- Ways to communicate and influence effectively within your team
- Proven strategies to enhance your staff's personal performance and job satisfaction
- How to be even more emotionally intelligent, innovative, and outcome-oriented
- Using feedback and technology to enable continuous individual and team learning

OBJECTIVES

This Next Generation Leadership training course is designed to help you and your team:

- Appreciate when they should be assuming the leadership role in team tasks (even though they are not the formal team leader)
- Understand how their personality preferences impact others
- Develop their interpersonal, Emotional Intelligence (EI) and political skills
- Optimize performance, trust, and collaboration within their team
- Enhance their personal effectiveness and job-satisfaction
- Welcome feedback and embrace continuous learning

WHO SHOULD ATTEND?

This Next Generation Leadership training course will benefit professionals from any specialization in the organization but will greatly benefit:

- Managers
- Team Leaders
- Supervisors together with their teams
- Junior / Middle Managers new to their role

Course Outline

DAY 1: Understanding Yourself and Others

- The Psychological Contract and Expectations of Gen Y and Gen Z
- Better Understanding Your Own and Other's Behaviour and Thinking
- Considering Different Models of Personality
- Understanding the Four Colour Profiles and Their Contributing Qualities
- Recognizing Your Personas, Strengths and Development Areas
- Appreciating and Utilizing Diversity in the Workplace

DAY 2: Enhancing your Leadership Effectiveness

- Acting with Intentionality and Purpose
- Appreciating and Displaying your Optimum Leadership Style
- Matching Your Manager's Needs with your Outcomes
- Enhancing your Self-confidence and Personal Power
- Using Personal Insights to Influence Others Better
- Displaying Emotional Intelligence (EI) Skills

DAY 3: Understanding Team Development and Functioning

- Understanding the Development of Teams
- Team dynamics and impact on behaviour
- Considering the Types of Teams Found in Today's Organisations
- Appreciating the Key Team Roles and Your Unique Contribution
- Understanding the Team Leadership Style
- Increasing Team Performance through collaboration and decision making

DAY 4: Enhancing Team Effectiveness

- Optimizing Communication within the Team
- Adopting a Highly Effective Meeting Framework
- Role-modelling, Inspiring and Motivating your Staff
- Stimulating Employee Performance and Challenging their Negative Beliefs and Assumptions
- Coaching your Staff and Acknowledging and Celebrating their Successes
- Developing Agile Team Effectiveness

DAY 5: Enabling Continuous Individual and Team Learning

- Monitoring your Team's Performance and Morale
- Providing Non-threatening and Up-building Feedback to your Staff
- Using 360° Feedback to Support Personal and Group L&D
- Facilitating the Design of Personal Development Plans
- Using Technology to Encourage Collaboration and Commitment
- Scheduling Regular and Inspiring Audit Meetings