

€ TRAINING

Dynamics of Leadership





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Introduction:

This training program is designed to provide participants with a comprehensive understanding of the multifaceted aspects of effective leadership. By honing their leadership skills and insights into organizational dynamics, participants emerge equipped to drive positive change, inspire teams, and achieve strategic objectives in diverse and dynamic environments.

Program Objectives:

At the end of this program, the participants will be able to:

- Demonstrate a deep understanding of various leadership theories and models.
- Apply effective communication strategies to inspire and motivate teams.
- Navigate complex organizational dynamics and lead with resilience.
- Implement strategies for fostering a positive work culture and team collaboration.
- Analyze their own leadership style and strengths, as well as areas for improvement.
- Lead with empathy, emotional intelligence, and ethical integrity.
- Manage conflict and navigate challenges with confidence and tact.
- Drive organizational change and innovation through effective leadership practices.

Targeted Audience:

- Experienced leaders and executives looking to enhance their leadership skills and effectiveness.
- Mid-level managers aspiring to advance their careers and take on greater leadership responsibilities.
- Emerging leaders and high-potential individuals seeking to develop their leadership capabilities.
- Professionals responsible for leading teams or driving organizational change.
- Individuals interested in understanding the complexities of leadership dynamics and honing their leadership skills for success.

Program Outlines:

Unit 1:

Leadership and Transformation:

- Leadership and its context.
- Self-perception.
- Personality, values, and behavior.
- Personal transformation.
- Path dependency.
- Limiting beliefs and how to overcome them.
- Personal style and flexibility.

Unit 2:

Core Dynamic Competencies:

- Leadership competencies.
- Influence, authority and power.
- Helicopters, satellites & drones.
- Emotions, mood & disposition.
- Rapport-building.
- Communication: art or science?

Unit 3:

Developing a Dynamic Leadership Vision:

- Strategic orientation.
- Contextual awareness.
- SWOT analysis.
- Rationality and its limitations.
- Goals and objectives.
- Goal congruence and alignment.

Unit 4:

Building Leadership Alliance and Teams:

- Organizational dynamics.
- Delegation and empowerment.
- Organizational culture.
- Creating a positive climate.
- Developing the alliance through teamworking.
- Team and individual development.
- Motivating in times of change.

Unit 5:

Leadership and Life Balance:

- Reassessing personal goals.
- Balancing work, life and leadership.
- Handling pressure.
- Building a sustainable personal future.
- Action planning.
- Personal development planning.