

# € TRAINING

Future Leader Development





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## Introduction:

The "Future Leader Development" training program is designed to groom aspiring leaders with essential skills and strategies necessary for navigating today's complex business landscape. Participants will engage in comprehensive learning modules focusing on leadership fundamentals, strategic thinking, and effective decision-making.

## Program Objectives:

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

- Ensure that you have all the core skills of effective management and leadership.
- Understand what drives individual behavior and how to motivate and reward excellence.
- Truly understand the culture of your organization.
- Explore team dynamics and discovering your own preferred team roles.
- Have a framework for implementing successful change programs.

## Targeted Groups:

- Managers among all managerial levels.
- Supervisors.
- Team leaders.
- Employees who want to get leadership skills to develop their career.

## Program Outlines:

### Unit 1:

#### Core Skills Required For Managing a Team:

- Effective Delegation and Performance Management.
- Goal Setting and Performance Appraisals.
- Onboarding and Coaching for Success.

- Providing Effective Feedback and Conflict Resolution.
- Handling Discipline, Grievances, and Difficult Colleagues.

## Unit 2:

### Understanding People:

- Individual characteristics that influence behavior.
- Personality styles and traits.
- Attitudes and behavior.
- Perception in the workplace.
- Attributing causes to behavior.
- Types of workplace behavior.

## Unit 3:

### Organisational Culture:

- The organizational cultural web.
- Types Of organizational culture.
- Developing organizational culture, Managing organizational culture, and Changing organizational culture.
- Group Thinks - How an unhealthy culture develops and how to prevent it.
- Signs of a healthy organizational culture.
- Effects of a healthy organizational culture.

## Unit 4:

### Team Dynamics:

- Group Dynamics.
- Team Roles - A Self Perception Inventory.
- Team roles and complementarities.
- Team formation and dynamics.
- Functional and dysfunctional group behavior.

- The set up to fail syndrome.
- Inter-team relationships.

## Unit 5:

### Getting The Best From Your Team:

- Understanding Employee Motivation: Aligning Managerial Practices.
- Essential Behaviors for Managing People Effectively.
- Assessing and Improving Motivational Strategies.
- Reward Systems and Inspiring Teams.
- Creating Energy and Engagement within Teams.
- Nurturing Knowledge Workers through Feedback.