

# € TRAINING

Proactive Leadership Mastery





## Proactive Leadership Mastery

### Introduction:

This is a comprehensive training program designed to equip leaders with advanced skills to lead proactively. Through practical exercises and expert guidance, this program empowers leaders to navigate complexities, inspire innovation, and achieve sustainable success.

### Program Objectives:

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

- Distinguish between the proactive/strategic approaches to managing training and the traditional/ reactive approaches.
- Use appropriate methods to identify training needs.
- Design and conduct training needs analysis.
- Analyze the components of human performance and determine how managers and/or corporate culture may enhance performance.
- Evaluate the effectiveness of training.

### Targeted Audience:

- Executives and senior managers seeking advanced leadership skills.
- Team leaders and supervisors aiming to enhance their proactive leadership abilities.
- Professionals aspiring to develop proactive management techniques.
- Employees preparing for leadership roles focused on proactive leadership strategies.
- HR professionals interested in fostering proactive leadership within their organizations.

### Program Outlines:

#### Unit 1:

#### The Proactive and Strategic Role of Training:

- The Value of Training in the Era of Intellectual Capital.
- 10 Approaches Linking Training to Strategy.

- Partnering with Line Managers.
- Marketing Training within the Organization.
- The How-How Method.

## Unit 2:

### Identification of Training Needs:

- The Training Cycle.
- Indicators of Training Needs: Present and Future.
- Objectives of Training Needs Analysis.
- Whose Responsibility Is It?
- Methods and Techniques.

## Unit 3:

### Designing and Conducting a Training Needs Analysis:

- The TNA Process.
- Selecting the Appropriate Methods.
- Analyzing the Data.
- Sorting the Findings.
- Making Recommendations.
- Competency-Based TNA.

## Unit 4:

### Improving Human Performance:

- Ability, Motivation, and Opportunity: The Role of the Training Manager / Coordinator.
- Developmental Activities: From Projects to Learning Centers.

## Unit 5:

### Evaluating Training:



- Significance of Learning Objectives.
- Components of an Objective.
- Writing Learning Objectives.
- Linking Objectives with Evaluation.
- The Four Levels of Evaluation.
- The Return On Investment ROI Model.