

# Leading for Organisational Impact

## INTRODUCTION

- This Leading for Organisational Impact training course can dramatically change your work, career, and life to be more productive and meaningful. It will give you the tools and a sense of purpose to change the way your team sees you. It will transform your role from a manager to a leader, coach, and facilitator. As such, your impact will be long-lasting and impactful. And it will give you the confidence to stake and shape an exciting future, one in which the individual needs of a new generation of employees and demanding stakeholders are met.

In a nutshell, it will speed up the journey from average to excellence.

- The time for a renewed approach to leadership and organizational performance is at hand, and the need is urgent. Albert Einstein said that doing the same thing over and over and expecting a different result is insanity. And yet, most organizations continue to have practices that reflect outdated circumstances and, as such, are inefficient, time-consuming, and frustrate both employees and clients. These organizations have too many managers and also a few leaders.
- Unless you're in a start-up, your organization is probably governed by a culture that represents the past. But the future is where you're going to be spending most of our time. So, building a new culture, one that embraces challenges and change, is essential. It is the task of leadership.

This training course will highlight:

- Anticipating the future
- Getting ahead of the change curve
- Creating an agile work environment
- Understanding why the new generation of employees – the Millennials – are different and need new organization strategies to leverage their talent better
- Building change into daily management practices
- Welcoming new challenges with a can-do attitude
- Incorporating leadership best practices to fit your context
- Understanding the biochemical impact of effective leadership
- Powering up your team for peak performance
- Using measurement to build accountability for continuous improvement

## OBJECTIVES

At the end of this training seminar, you will learn to:

- Understand and apply best leadership practices from the world's most admired organizations
- Engage and empower employees to go beyond their perceived abilities
- Transform your work environment to one that embraces change and challenges
- Make changes to the structure of your team to facilitate value-added ongoing improvement
- Facilitate measurable improved performance and innovation

## TRAINING METHODOLOGY

- This Leading for Organisational Impact training course will be participative and engaging. The participants will learn by being exposed to practices that are field-tested. Each fast-paced session will expose participants to the speaker's international experience of working with world-class organizations. There will be many interactive exercises and discussions to see how best practices can be applied to the participant's circumstances.
- They will have a personal action plan to improve their team and feel empowered to seize new opportunities that might previously have been hidden.

## ORGANISATIONAL IMPACT

Organizations that send their managers to this training seminar will see :

- Increased enthusiasm to tackle challenges
- A proactive approach to leading value-added change
- Application of best practices that other managers would want to emulate
- Measurable impact on employee performance
- New behaviors that accelerate high performance
- Increase collaborative problem solving and innovation

## PERSONAL IMPACT

The participants will return to work with heightened enthusiasm to:

- Be an admired contributor
- Contribute to stakeholder benefits in meaningful and measurable ways
- Learn new practical, proven tools and techniques that are impactful in the real-world
- Reduce negative stress that contributes to low morale, high absenteeism, and poor performance
- Structure your team to drive increased value
- Have a sense of confidence to overcome organizational roadblocks

## WHO SHOULD ATTEND?

- Leadership is an essential skill for managers who want to break free of tiered and ineffective traditional management practices. In a global economy, learning firm and practicing transformative strategies is a key to survival and success.

This training seminar is suitable to a wide range of professionals but will greatly benefit:

- Front-line Managers under pressure to do more with less
- Senior Managers who are charged with transforming their department to be more client-centric
- Human Resource Professionals who need to be up-to-date on best leadership practices
- Managers who are too involved in day-to-day issues and who need to drive performance through others
- Senior and Middle Managers who aspire to a transformational leadership level

## Course Outline

### Anticipating and Impacting the Future

- Why Managers Need to Become Leaders?
- The Purpose of Leadership
- A New View of Leadership: Coach and Mentor Roles
- Essential Ingredients of a High-Performance Organization
- Leadership Styles: Self Evaluation
- The Importance of Context
- The Shakleton Saga: Lessons Learned
- The Impact of Leadership on Performance

### Hiring, On-boarding and Training Future Leaders

- Attracting the Best Talent: Benchmark Practices
- Understanding Future New Hires: Welcome to the Age of Millennials
- Creating a Values-based rather than a Policies-based Environment
- New Approaches to On-boarding
- Finding and Hiring the Best Talent
- The Biochemical Basis of Productive Employees

### Leveraging Talent

- Leadership: The Art of Possibilities
- Developing Trust: The Foundation of Engaging Employees in Setting Direction
- Filling Employee's Psychological Bucket
- Achieving the "A" Performance by Expecting More
- Coaching Roles: When to be a Sounding Board, Facilitator or Advisor
- Structuring Effective Regular Check-Ins

## Powering Your Team to High Performance

- New Approaches to Teamwork
- Elements of Effective Teams
- Decision-Making: Choosing the Best Strategy to Suit Your Circumstances
- Achieving Alignment with the Corporate Vision and Mission
- Changing Your Measurement System to Build Commitment and Enthusiasm
- Identifying a “Balanced” Set of Key Performance Indicators
- Recognition and Rewards

## Leading the Charge!

- Being an Agent of Change
- Building a Model for Influencing Change: Lessons from the Eagle
- Understanding and Leveraging your Power Base
- The Impact of Humility
- Getting into the Head and Heart of those who are Intransigent
- Producing Win-Win Outcomes