

Authentic Leadership

INTRODUCTION

- The heart of genuine leadership is trust. However, trust can quickly be undermined if subordinates, colleagues, and other important stakeholders sense a leader is insincere, lacking in vision or unwilling to take responsibility.
- This Authentic Leadership training course supports leaders in increasing their sense of authenticity and confidence as well as building strong, trustful relationships with others thereby increasing their ability to influence and inspire valuable stakeholders. Besides, it focuses on the role the leader has in shaping ethical decision-making and in getting essential stakeholders on board.

This training course will highlight:

- Digging beneath the surface: values, beliefs, and emotions
- Increasing personal credibility
- Formulating an inspiring vision for the future
- Aligning people behind this vision
- Empowering team growth through coaching and development
- Resolving ethical dilemmas
- Building trust and strong relationships within and beyond the team

OBJECTIVES

By the end of this training course, you will learn to:

- Understand your personal style even better
- Align individual, team and organisational goals
- Leverage your personal style to gain influence
- Develop others with integrity
- Enhance key interpersonal skills
- Maximise long-term organisational outcomes

TRAINING METHODOLOGY

- This Authentic Leadership training course uses a range of approaches to learning, including experiential group activities, individual exercises, mini-case studies and syndicate discussions. Formal inputs are used to introduce the underpinning theory. A key part of the learning process is sharing the differing experiences participants bring, as well as experimenting with the novel – and sometimes challenging – techniques. A psychometric instrument will be used to generate a personality profile, which will contribute to your understanding of your preferences and personal style.

ORGANISATIONAL IMPACT

- Win and retain trust
- Leverage trust to promote ever better performance
- Build a powerful emotional bank account with stakeholders
- Bring their complete selves into their leadership role
- Make decisions that safeguard the organisation's reputation
- Inspire and align forces behind a compelling vision

PERSONAL IMPACT

This Authentic Leadership training course will ask participants to challenge some of their preconceptions about themselves and their role as leaders to expand their options. Participants:

- Deepen and structure their understanding of their own strengths and areas for development
- Use this understanding to positively impact their interactions with others
- Develop new ways of inspiring, influencing, and empowering others with integrity
- Strengthen their coaching skills as leaders to develop their people
- Open up new ways of fostering creativity
- Gain a greater choice of solutions for handling their leadership challenges

WHO SHOULD ATTEND?

- This interactive course supports leaders, new and experienced, in bringing the full power of their personalities and abilities into their leadership roles.

This training course is suitable for a wide range of professionals but will especially benefit leaders, department and division heads who need to:

- Inspire their people to ever greater results
- Align people behind their organization's vision and mission
- Build trust with a diverse group of stakeholders
- Influence multiple stakeholders inside and outside their organizations
- Support their organisations in nurturing corporate social responsibility initiatives

Course Outline

Displaying Authentic Leadership Behaviours

- What Authentic Leadership is and What it can do
- Building Confidence and Optimism
- Practicing the Art of Possibility
- Flexibility in Leadership Styles
- Self-knowledge: The Key to Authentic Leadership
- Courage in Organisational Settings

Creating Strong Connections with Others

- Emotional Intelligence at Work
- Mirror Neurons and Affective Contagion
- Building Rapport
- Influence, Authority & Power
- Building Trust
- Developing Others as Leaders

Aligning Your People behind the Vision

- Communication as Creating Understanding
- Using Communication to Align and Inspire
- Exploring Different Perspectives
- Delegating to Develop your People
- Listening for more than Facts
- Thinking Outside-the-Box

Coaching to Peak Performance

- Coaching Fundamentals
- Motivation & Learning
- Empowering Individuals & Teams
- Personality and its Ramifications
- Building High Performance Teams
- Using Feedback Powerfully

Ethics for Sustainable Success

- Ethics, Personal Values, and the Authentic Leader
- Dealing with Ethical Dilemmas
- A Case Study in Ethical Decision Making
- Corporate Integrity Check-ups