

# Managerial Leadership

## INTRODUCTION

- Many organisations 'talk' Strategy. However, just having a strategy is not enough. The success of any organisation lies in the hands of those who implement strategy through their teams, objectives, goals and actions. This is where s Managerial Leadership excels.
- To be highly successful, today's organisations demand that managers must possess a wide variety of personal and managerial skills and utilize the most powerful leadership techniques that will drive sustainability.

In this training course you will learn to:

- Advance the quality of your managerial skills
- Intensify the impact of your leadership style
- Strengthen team relationships through improved communication
- Generate superior performance in your area of responsibility

## PROGRAMME OBJECTIVES

- Closely examine their present mindset and its implications
- Develop their ability to motivate for maximum effect
- Gain appreciation for the impact of organizational culture
- Strengthen their personal leadership skills
- Realize how situations affect our leadership approach
- Sharpen their managerial skills in a variety of areas
- Learn to be a high impact manager
- Discover an appreciation of what makes organizations excellent

## WHO SHOULD ATTEND?

- Team Leaders and Supervisors looking for career advancement
- Managers interested in developing their managerial skills
- Managers seeking to enhance their leadership skills
- Managers who desire to improve operational performance
- Managers and leaders who desire to develop the latest skills and techniques

## TRAINING METHODOLOGY

- Participants will learn by active participation during the training course using programme materials, exercises, video presentations and discussions on “real life” issues in their organizations. They will be energised and challenged with thoughtful and provoking topics in interesting ways, which accelerate learning and embed ideas and new learning so that real behaviour change will result attendance of this training course.

## PROGRAMME SUMMARY

- This training course covers the essential skills necessary to be both a more productive manager as well as a more effective leader. The training course begins with a close look at our present beliefs, managerial values and practices. It then proceeds to consider ways in which we can create a healthy environment and motivate our people to the full extent of their capabilities. All aspects of aligning objectives, goals and actions to achieve corporate sustainability are studied as well as enhanced managerial skills in a wide variety of areas. The Managerial Leadership training course concludes with an examination of characteristics of organizational excellence.

## PROGRAM OUTLINE

### Leadership Attributes

- The power of effective personal goal setting
- Raising your personal standards
- Evaluating your present beliefs
- Directing your brain for optimum results
- Harnessing the impact of your values
- Designing your destiny

### The Power of Motivation

- Harnessing the power of shared vision
- Building an atmosphere of trust
- Creating support for honest, open communication
- The critical impact of mutual respect
- Motivation by understanding and meeting human needs
- Gaining the benefits of Maslow’s hierarchy of needs

### Leadership in Practice

- New concepts in managerial leadership
- Critical skills for effective leadership
- The various roles a leader must carry out
- Choosing the appropriate style of leadership
- Effective decision making and problem solving
- Productive methods for performance improvement

## Enhanced Managerial Skills

- Building effective teams
- Dealing appropriately with conflict
- Managing the process of change
- Overcoming the challenges of meetings
- Handling stress appropriately
- Managing work relationships

## Achieving Excellence

- Attributes of excellent companies
- Understanding the McKinsey 7 S framework
- Developing a bias for action
- Unleashing organizational creativity
- The practice of knowledge management
- Breaking down the barriers to excellence