

Organizational Leadership

Why Attend

- Organizational success depends heavily on the leadership in place. Leadership has a say in everything that goes on in the organization. Organizational attitude and behavior, work environment, conflict management, organizational structure, power and politics, culture and many other organizational aspects are all affected by the actions of leadership. This course looks at leadership from that perspective, and provides participants with the opportunity to acquire an understanding of how leadership shapes and affects organizational outcomes.

Course Methodology

- This course uses a mix of interactive approaches from roundtable discussions concerning different business cases to challenging arguments around the role of leadership when it comes to motivation, empowerment, culture, conflict management and a lot more. The course also leverages videos from leading speakers on the topic, as well as individual assessments to evaluate personal leaderships and competencies.

Course Objectives

By the end of the course, participants will be able to:

- Define leadership from an organizational context
- Develop an in-depth strong understanding of organizational motivation in the workplace
- Formulate an internal and external strategy behind organizational communication
- Generate a plan for high performance teams to deliver peak organizational results
- Recognize the importance of leadership in sustaining an engaged organizational culture

Target Audience

- This course is designed for current business leaders who are keen on improving their leadership skills. The course also caters for aspiring leaders, department heads, senior managers, and team leaders who are interested in developing their leadership skills from an organizational point of view and in preparation for bigger leadership roles.

Target Competencies

- Organizational leadership
- Organizational behavior
- Designing an engaged working environment
- Organizational Motivation
- Managing groups and teams
- Organizational communication
- Building engaged organizational cultures

Leadership and organizational behavior

- Defining organizational leadership
- Understanding organizational behavior
- Trends and changes
- People at work: individual differences and perceptions
- Individual differences: values and personality
- The power of perception
- Attitudes and behaviors
- The four foundations for a happy workplace
- Organizational leadership and ethical standards
- Leadership success measures

Leadership and organizational motivation

- Organizational motivation - from theory to practice
- Leading towards a motivated work environment
- Motivation through job design
- Motivation through goal setting
- Motivation through performance appraisals
- Motivation through performance incentives
- Motivation success measures

Leadership and organizational communication

- Defining organizational communication
- The strategy behind organizational communication
- Internal strategy
- External strategy
- Barriers to organizational communication
- Overcoming those barriers
- Communication success measures

Leadership and organizational teams

- The individual contributor versus the team player
- High performing organizational teams
- Characteristics of high performance teams
- Leading teams within an organization
- Behavioral approaches to team leadership
- The role of the context
- Contemporary approaches to team leadership
- Power within a team
- Politics within a team
- Performance success measures

Leadership and organizational culture

- The power of organizational culture
- Characteristics of an engaged organizational culture
- Building an organizational culture
- Sustaining the right organizational culture
- Culture success measures