Executive Development

INTRODUCTION

Designed for Senior Managers who have the responsibility for developing the culture and commitment of their teams. The course reviews current skills and how to adapt and develop them to achieve the best from your people

COURSE OBJECTIVES

By the end of this course, delegates will have:

- *Described* the links between culture and values and the ways in which managers can influence behaviours
- *Examined* the conditions which need to exist to develop the potential and performance of their staff to meet business objectives
- *Identified* clear leadership actions to create the model of commitment
- *Identified* the ways in which they can win commitment through leadership
- *Practised* advanced listening , questioning and summarising skills
- *Practised* influencing skills to ensure commitment, rather than compliance
- *Demonstrated* their ability to choose the appropriate leadership style for each stage of development of the team and the individual
- *Discussed* and agreed ways in which they can set up monitoring and control systems whilst still allowing for the development and self-management of their staff
- *Described* the potential benefits and pitfalls of empowering their staff

COURSE DURATION: 1 Day Course

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COURSE CONTENTS

Creating the Culture
Creating a high performance culture
The link between culture and values
Linking values and behaviour
The model of commitment
Winning commitment through leadership
Sharing the vision
Communicating to enthuse and inspire

Developing Performance
Acknowledging and giving praise
Giving constructive feedback
Building self esteem
Encouraging personal growth

Influencing Others
Communicating to influence
Influencing styles
What is your favoured style of influencing
Choosing an appropriate style
Planning an influencing strategy
Structuring the argument
Win-win as a behavioural strategy

Situational Leadership
Flexibility in leadership style
Development levels
Changing your style as the individuals and the team develop
Developing a leadership action plan

Delegation as a Development Tool
Managing and developing performance through delegation
Monitoring and control
Creating an individual delegation plan

Empowering Your Workforce
What is empowerment?
Barriers to empowerment
Identifying hidden talents
Five levels of decision-making

Personal Development Action Plan
Throughout this course there will be a number of practical exercises carried out which will enable delegates to put into practice must of the theory covered