

LEADERSHIP INSIGHTS

Proven to have a dramatic impact on the bottom-line, strong leadership skills are essential for both personal and professional success.

This practical and reflective one day session will invite leaders in your organisation to **evaluate their leadership strengths** and **look into the areas they need to further develop**.

They will learn about **different leadership styles** and when to use each to get the best from their people. They will **explore the impact great leadership has** on the business and its people, and they will **review what kind of leader they want to be** while **creating a route map** to get there.

Participants will leave with **increased appreciation** for the **impact** their **behaviour has** on the organisation's success, as well as a **clearer understanding of how they will achieve continued success** as leaders in the organisation.

A one-day interactive session for up to 12 participants

Timings: 9am-5pm

LEARNING OUTCOMES

By the end of the day participants will:

- Understand the impact great leadership has on the business and its people
- Be aware of different leadership styles and how to use them in a variety of different situations
- Appreciate the value of empathy and have explored how to further build their own empathy skills
- Understand the value of vision and know how to effectively communicate it in a way that gets others to follow

PRE-WORK

Before attending the session, participants are asked to:

- Consider great leaders and also poor leadership they have experienced
- Think about what they wish to achieve from the training – what will make the day a success for them?
- Watch a recommended talk on leadership
- Complete a self-assessment on their strengths and weaknesses in leadership behaviours

SESSION ONE (am)

WELCOME AND INTRODUCTIONS – benefits of improving leadership skills to them, their team, the company

THE IMPACT OF GREAT LEADERSHIP – case studies of leadership around the world and the impact it had on people and business.

EMOTIONAL INTELLIGENCE – the value of being self-aware and having the desire to continually learn and grow. How our internal dialogue influences how we see the world and make decisions. The importance of removing judgement from interpersonal situations.

SESSION TWO (am)

THE ADVANTAGE OF EMPATHY – what is empathy and why it matters. Exercise using the NLP tool of perceptual positioning, where people explore a scenario from a number of different angles

UNCONSCIOUS BIAS – introduction to unconscious bias and how this impacts our decision making. The danger of ignoring biases and how to overcome them so you can make better decisions.

SESSION THREE (pm)

UNDERSTANDING THE WIDER STORY – the value of questioning to explore, and listening to understand. Different types of questions. The responsibility of leaders in questioning to explore the big picture of any situation, the value of using active listening to understand it fully.

VISION - the organisations vision and how this relates to the departmental and team vision. The importance of line of sight – how more junior people need to see how they impact the performance of the business and the value they bring and how leaders can help them see this.

Creating an inspiring vision that's compelling and makes people want to follow.

SESSION FOUR (pm)

PERSONAL IMPACT – the need for a mix of both strength and warmth in leadership. Participants explore the impact of strength and warmth and work on developing a balance of the two in their approach and communication.

COMMUNICATING YOUR VISION – a fully practical session where participants plan and deliver their vision message with impact.

ACTION PLANNING AND USING THE NEW SKILLS – summary, actions are planned and shared

POST-WORK – Participants are encouraged continue to develop their vision and share it with their teams, continue to learn about the leadership behaviours they want to exhibit; watch recommended video clips to help enhance skills and continue learning. ©Thirst4 Learning