



THE INFLUENCE BUSINESS

Raise your level of influence

PRACTICAL LEADERSHIP

Overview

This **two day programme** for **up to twelve participants** explores and practices the key skills and behaviours of the leader. People can easily learn what leaders do but applying the skills and behaviours oneself and being a good leader is a very different matter. Given certain qualities, namely honesty, integrity, professional credibility etc, leadership can be learned very successfully. After all, it is a practical business!

This programme focuses on 'doing' so that participants leave not only knowing what they can and should do but also with experience of having done it in a realistic though safe environment, giving them the confidence to put it into practice in their workplace. It is a mixture of discussion and practical sessions with emphasis on the latter, focusing both on real work-related leadership challenges and on the behaviours that inspire others to follow.

Strong emphasis is placed on authenticity with each participant developing their own leadership style rather than attempting to conform to a particular pattern. Part of the first morning is identifying their default leadership style and then becoming aware of other styles that may be of more use in particular circumstances. We focus on seven generic leadership styles: Inspiring; Involving; Affiliative; Coaching; Empowering; Directing and Pace Setting. Participants will learn and become comfortable with flexing seamlessly between styles as appropriate to the situation in which they find themselves and making them their own.

Aim

To develop in each participant the ability to lead effectively, inspiring the confidence of their teams in order to achieve objectives.

Outcomes

Participants will acquire the skills and behaviours of a successful leader and leave with:

- An understanding of how leadership skills can enhance their function as managers
- An understanding of different leadership styles; when and how to apply them
- Greater confidence to fulfil their duties as a leader
- A firm grasp of their own default leadership style and how it impacts on others
- More gravitas
- Effective communication strategies for influencing others



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Methodology

This programme is a mixture of practical exercises in a highly realistic context, and facilitated discussion. Actor/facilitators create realistic situations for participants to work through leadership issues. Many of the leadership lessons will arise from the practical exercises and these will be coached accordingly. In this way, they are seen as relevant and in context, rather than a list of skills which have to be learned.



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