

TRANSFORMATIONAL LEADERSHIP & PEOPLE DEVELOPMENT

DURATION: 2 DAYS

TIME SCHEDULE

Time: 9:00am to 5:00pm

Lunch Break: 1:00pm to 2:00pm



INTRODUCTION

“What makes a GREAT Leader? Confidence? Trust? Vision? The ability to inspire?”

The answer is complex, yet it’s something that can be learned. The good news is that most leaders are made, not born and many of the characteristics associate with effective leadership can be assessed, trained, and develop. LEAD shows how to take your organizations into future, inspire everyone around you and achieve way beyond what is expected!

BENEFITS

Upon completion of this program, participants will be able to:

- Get noticed by learning how to think, feel, act and communicate like a leader
- Becoming competent to build team, coach and effective communicator
- Enhancing understanding towards developing people
- Gain and use power and influence positively in working environment
- Discovering Personal DiSC Profile
- Building stronger relationship and strengthen trust

KEY CONTENT

MODULE 1: WHAT IS TRANSFORMATIONAL LEADERSHIP TODAY?

- Transformation Leadership
- Leadership Self- Assessment

Transformation Leadership

- Past
- Present
- Future

Leadership Assessment

- Trust

- Communication Direction
- Building a Team
- Inspiring Motivation
- Problem Resolution

Learning Elements:

Reflection:

- Understanding Past, Present & Future Leadership Model
- Self realization on individual Leadership Style

Activities:

- Individual Exercise – Leadership Assessment
- Buddy Exercise – Buddy Drive

MODULE 2: UNDERSTANDING PEOPLE DEVELOPMENT MODEL?

- Gap Development Model
- Learning & Development Model
- Values Leads to Result Model
- LEAD Enhancement Tool 1 (VEC)

Gap Development Model

- Awareness Gap
- Competency Gap
- Performance Gap

Learning Development Model

- Knowledge
- Skills
- Attitude
- Value

Values Leads to Results

- Values
- Belief
- Attitude
- Behaviour
- Results

Learning Elements:

Reflection:

- Understanding Gap Development in Self and Others
- Discover about Human Learning Development Model

Activities:

- Buddy Exercise – Values Elicitation Card (VEC)
- Team Activities – Impossible to Possible

VEC

Value Elicitation is valuable as it supports you in understanding who you are and what makes you tick. By discovering your value you can begin to resolve the hidden conflicts in yourself; remove stress and give yourself more directions.

Once your values are understood, they become the code that guides your decisions – your decisions become aligned with your values

MODULE 3: LEADERSHIP STYLE – DISC PROFILING

- History, Usage & Value of DiSC
- DiSC Self Assessment (Online)
- DiSC 12 Competency in Leadership

DiSC

- EQ Tool
- Communication Tool
- Behaviour Measurement Tool
- Environment Tool

DiSC Self Assessment (Online)

- Expected of Me
- The True Me

13 Competencies in Leadership

1. Leadership Style
2. Motivation
3. Risk Tolerance
4. Emotional Style
5. Usage of Time
6. Strength
7. Fear
8. Stress Relief
9. Decision Making
10. Goal Setting
11. Under Pressure
12. Communication Style
13. Response to Change

Learning Elements:

Reflection:

- Discovering my personal profile
- Understanding Leadership Competency

Activities:

- Individual Exercise – DiSC Personal Report
- Team Exercise – 13 Leadership Competencies

MODULE 4: WHAT IS YOUR LEADERSHIP BRAND?

- Perception is Reality
- Developing & Building TRUST
- LEAD Enhancement Tools 2 (Feedback)

Leadership BRAND

- What is your IMAGE?
- Self Coaching

Developing & Building Trust

- Leadership Character
- Openness
- Credibility
- Trusting others

Leadership Enhancement Tools - Feedback

- Top Down Feedback
- Peer Feedback
- Bottom Up Feedback

Learning Elements:

Reflection:

- Discovering my Personal Leadership Brand
- Understanding Key Drivers in building TRUST

Activities:

- Individual Exercise – Personal Leadership Brand Assessment
- Buddy Exercise – Feedback Sharing Session

MODULE 5: MOVING FORWARD PLAN

- Personal Action Plan
- Team Action Plan
- Organizational Action Plan

AUDIENCE

This course is suitable for:

- Managers
- Senior Managers
- Managers Roles to Leaders Role

METHODOLOGY

The method of learning would include:

- Content Based / materials
- Audio/ visual aids
- Working models
- Case studies / role plays
- Feedback / sharing
- Assessment Tools
- Experiential Learning Activities