

Leading from the front

Duration:

Two days

Objective

This interactive and engaging programme is designed to provide necessary knowledge, skills and momentum to enable leaders to get the best from their people.

Objectives:

How to create a vision for your team: setting goals and objectives, establishing 1-1's; get employee engagement.

Understand the difference between management and leadership

Understand your roles and responsibilities as a leader

How to deal with team issues e.g. performance, sickness, absence etc.

Be able to implement changes with a team effectively.

Introductions, Icebreaker, Programme Format and Objectives

Contents

Session 1 - The Big Picture

Establish the Vision for each of the represented teams

Identify Goals, their purpose and how they are required to fulfil the Vision

Translate Goals into individual objectives

Supporting individual objectives with 1-1's

Employee engagement - winning hearts and minds

Session 2 - Management v Leadership

An exercise to understand the difference between leadership and management and the importance of both

Debrief and discuss

Session 3 - Roles and Responsibilities

Understanding your role as a Leader

Identifying the responsibilities associated with a leadership role

Session 4 - Leadership in Action

Taking ownership of performance, absence, sickness issues etc.

How to deal with such issues fairly and consistently

Solving problems to conclusion

The importance of monitoring, taking corrective action and following through

Session 5 - Ringing the Changes

The role of the Leader in the change process & How to deal with resistance

Session 6 - Action Session

Each participant will identify key concrete actions from the two-day course which will drive their department forward

Who should attend

This course is perfect for Managers and Leaders of teams who have been tasked with improving the performance of their teams or

who have identified themselves that their teams are underperforming.

Course benefits

This two day event will provide managers with actions to take back into the workplace which will provide measurable and tangible results.

Additional information

Delegates will be provided with a process which will enable them to identify where problems are occurring and generate actions to rectify this as well as support their team's performance.

Certificates

All delegates who successfully complete this course will receive a Certificate of attendance

Trainers background

The trainer for this course has extensive experience in design and delivery of Management and Supervisory development training programmes. They have been successfully delivering training to both public and private sector organisations for over fifteen years and previously held a number of senior management positions in industry.