

This is a 4 day residential workshop.

COURSE DESCRIPTION

Successful organizations are those that build and sustain strong leadership capacity at all levels of the organization. With the complexity of today's world and organizations, we know that making the commitment to lead can be a tall order.
Laurie

Bassi's research shows that US firms that invest more in training outperform their counterparts in the stock market. And while the direction of casualty is hard to prove, she believes her data points to the training causing the performance, not the stock performance leading to more training.

TSL's Leadership Development Program focuses on the integrated view of the fundamentals of management. Leveraging advanced strategies and techniques, you learn how to excel in decision making and execution.

The program is designed to develop general management skills with which you can achieve cross-functional responsibilities of company leadership, rather than focusing on subject matter expertise in a specific function. Through increased self-awareness of your strength and weakness, you then focus on the tools necessary to further enhance the leadership skills. The workshop focuses on the aspects of SELF, SELF & TEAM, TEAM AND BUSINESS UNIT. Some of the modules which would be covered in the

Workshop modules:

Your Role as a Leader

- Characteristics of effective leaders
- Leadership and management functions – distinctions and overlap
- The three roles of leadership: vision, alignment and deployment
- How to create a vision and establish a strategy-driven organization
- Building organizational alignment to a vision
- Resource deployment as the key strategic leverage point
- Key concepts of personal organization – setting priorities
- Key concepts of self-management – first things first

Enhancing Your Emotional Intelligence

- Principles of emotional intelligence
- The leadership styles and their relationship to Emotional Intelligence
- Self-assessment of your primary leadership style
- Building style flex – using different styles based on the circumstances
- Integrating your understandings to expand your emotional intelligence

Leading for High Individual Performance

- Concepts of performance management
- Setting expectations-developing purpose statements
- Defining and developing core responsibilities
- Developing measures for core responsibilities
- Coaching and counseling-similarities, differences and implementation
- Performance evaluations-their purpose and how to do them

- The relationship of performance evaluations to compensation
- The Leadership Process – Vision Through Deployment
- Creating an organizational vision
- Expanding a vision into a strategic plan
- Building alignment to that vision and strategic plan
- Determining key resource deployment strategies
- The discipline of execution

Developing High Performance Teams

- Definition of teams vs. work groups
- Benefits and liabilities of teams – when to use them
- Team models and team behaviors – task and process
- Team decision-making models – generating synergy
- Giving and receiving feedback regarding team behavior
- Functional, process and project teams
- The challenges of creating high performance cross-functional teams
- Groupthink – what it is and how to avoid it

Leading Complex Projects

- The principles of successful internal and external complex projects
- Defining a the project vision, goals and deliverables
- Developing the integrated project execution strategy
- Chartering the project team and establishing the project organization
- Building a Level Two integrated project plan
- The client engagement plan
- Keys to project execution
- Theory of Constraints for breakthrough cost and schedule reductions

Guiding Organizational Change

- Defining your company's desired sustainable breakthrough result
- An organizational model to guide the change process
- Analyzing your organization as a system – resistors to change
- Defining the leverage points
- Applying the change methodology using the natural leverage points
- Changing the core – process, personnel, tools and structure
- Organizational structural design
- Measurement systems
- Dealing with organizational resistance

This is a 4 day residential workshop.

