



Leadership: Managing Teams to Achieve Change

Doing “more of the same” is no longer sufficient for any team to be successful. Today, if you are doing the same things the same way as you were doing it (even six months ago), you are falling behind. This seminar focuses on improving change management, team-building and leadership skills, knowledge and attitude of managers, which will ultimately determine the results obtained by their team, department and organization.

TARGET AUDIENCE:

- Project or Programme Directors
- Directors and Managers
- Senior Executives

DURATION: 2 weeks

PRACTICAL OBJECTIVES

- ✓ **Increase** the understanding and ability of participants to manage the 10 Commandments of Change for any change initiative.
- ✓ **Enable** increased self-awareness, the development of a personal vision and a personalized leadership road-map.
- ✓ **Promote** the use of the latest change management and leadership theories, tools and techniques in order to build an effective team.

SEMINAR TOPICS

- **Adopting the 10 Commandments of Change Model:** Leadership vs management. Detailed study of the 10 Commandments of Change model. The VIP model of strategic leadership. Improved team performance using strategic maps and balanced scorecards.
- **Improving Decision-Making Skills:** Tools for analyzing any situation. The 4 strategic decisions; “gaining buy-in to a decision”; identify the “Quick wins”; identifying the strategic assumptions underlying all our decisions; ensuring decisions are implemented; The 4 building blocks of effective decision-making.
- **Improving Communication Skills:** One-way/two-way communication. Conversation as a core activity. Structuring, planning and conducting highly productive meetings. Developing active listening skills. Non-verbal communication.
- **Management of Others:** Creating a shared vision. The team building process. Characteristics of effective teams. Delegation and empowerment. Stakeholder analysis. Giving & receiving feedback. The win-win paradigm. Conflict management techniques. Building trust.
- **Management of Self:** Understanding and challenging our own paradigms. Being a situational leader. Use of tests to identify different leadership styles and capabilities. Improving time / self management.
- **How to Help Project Teams Overcoming Change Resistances:** Change management requires leadership. The source of change: creativity & innovation. Understanding the fear of change. Overcoming resistances.

