# Leadership: What it Takes to Get Results

**There is no blueprint for Leadership, yet all of us know or can appreciate how it feels to be valued, respected and empowered. The trick for leaders is to know how to make other people feel this way and motivate them to give of their best. Good Leaders develop and hone their skills through self-awareness, experience and the willingness to learn techniques and master tools which serve them well. Everyone therefore, can become instrumental in getting results through and with people to the benefit of all. It just takes awareness, willingness to engage in useful behaviour and practice.**

**Over the period of this workshop, participants will explore the different dynamics of Leadership behaviour within organisations and learn skills to successfully lead and manage people while keeping motivation and performance standards high.**

## Workshop Objectives

- Increase levels of confidence and self-awareness, and discover personal impact and potential as leaders
- Recognise obstacles to what it takes to create results through leadership and utilise techniques to stay on track
- Discover advanced personal communication styles and practice how to increase effectiveness and flexibility
- Understand conflict triggers, how to minimise them and influence positive outcomes
- Use Assertiveness to influence and negotiate win-win results
- Learn how to incorporate 3 essential components of Leadership within organisations when accepting leadership roles
- Develop a flexible leadership style appropriate for individuals and increase competency and capability within the workforce
- Build skill in leading effective, high performing teams
- Develop skills to conduct effective 1-2-1 discussions and coach 'difficult' individuals to improved performance standards
- Define techniques to stay personally motivated and inspire motivation and high levels of morale within teams

## Who will the Wokrshop benefit?

All those with Leadership and People Management responsibility whether they are new to the role or looking to further their career and are finding a skill gap in some of the interpersonal skills associated with managing people well and increasing their impact and credibility as an admired and respected leader.

## Workshop Duration

3 days

## Wokrkshop Information (Dates, Locations & Fees)

Visit: www.frost.com/leadership2370

## Related Workshops

- Leading a Virtual and Remote Team
- 3 Day MBA: Managing with Strategic Vision

## DAY ONE: Self Awareness

### Personal Impact and Self Confidence

- Recognising ourselves through the eyes of the observer
- Harnessing our impact and impression and making it work
- Setting ourselves up for success

### Emotional Intelligence – EQ vs. IQ

- Understanding the significant part instinct plays in driving both effective and ineffective behaviour
- Harnessing our potential for managing positive and effective behavioural choices
- Utilising techniques for minimising the potential for emotional tension in driving less effective behavioural choices

### Building Rapport

- Identifying personal motivators and drivers in choosing behavioural responses – what makes us tick?
- Recognising what motivates and drives the behavioural responses of others – what makes others tick?
- Building wide 'super highways' of communication potential in all interactions – building great conversations
- Techniques for recognising and off-setting potential for conflict when communicating – avoiding misunderstandings

### Conflict Resolution

- Identifying our own and others potential conflict triggers
- Recognising both 'warranted' and 'unwarranted' conflict and utilising techniques to resolve them quickly
- Choosing language which keeps communication on track for result

## DAY TWO: Relationship Intelligence

### Leadership – Getting the Best from People

- Recognising appropriate and effective styles of leadership
- Choosing a style with confidence which gets results in any situation
- Utilising a powerful coaching model to build capabilities within your organisation
- Using delegation to build others confidence, develop their competence and recognise their value

### Assertiveness – I'm OK, You're OK

- Exploring Assertiveness as a powerful quality and characteristic of respected leadership
- Distinguishing Assertiveness as a choice over Aggressive or Passive instincts
- Practice making requests and saying "No" assertively
- Using verbal techniques to influence positive and progressive interpersonal communication
- Distinguishing and utilising the 'Master Skill' – Active Listening

### Feedback – Setting People up for Success

- Mindsets and Belief Cycles – setting powerful and positive feedback foundations
- Objectivity vs. subjectivity
- Practice using techniques for keeping people motivated and on track for results
- Developing the skills of staying focussed and on track for results during 'difficult' feedback conversations

### Leading and Facilitating High Performance Teams

- Understanding 4 essential components of effective teams
- Defining team types - Advantages and Disadvantages
- Engaging and igniting the most powerful elements – your people – and keeping motivation high

## DAY THREE: Influencing and Inspiring Results through People

### Motivation

- Understanding what compels people to achieve results through work
- Identifying what motivates people and how to access it when it goes missing
- Exploring practical solutions to encouraging commitment at work

### Personal Drivers and Motivators

- Creating possibility for ourselves and others through attitude and application
- Authentic Leadership – keeping it real
- Choosing our behaviour & responses versus being at the effect of them

### Leadership - Making it Happen and Getting Results

- Applying learning in the moment and making it happen
- Connecting with an audience and inspiring commitment
- Being a Leader – what it takes from you personally
- Action Planning - accountability and responsibility
- Preparing for painless and powerful re-entry to work environments and getting results