

Professional Development -- Developing Leaders



Number of Program Days: 2

This two day program is aimed at existing managers and new leaders. It offers participants a practical hands-on approach and understanding of how to effectively lead a team of people with vision and confidence using their natural style. The program shows that by understanding some fundamentals of an exceptional leader, participants will gain the ability to move their leadership style forward to align with their company's goals and objectives.

Learning Outcomes

The purpose of this program is to achieve long-lasting behavioral change in the areas of innovation, leadership, advanced business acumen and advanced relationship management. To gain a change in behavior and to truly impact your people, organization and have your Leaders 'Owning and responsible' for the way they develop their people on a daily basis can be challenging. We have designed a concept which achieves that goal – we call it "casting a vision" using S.T.E.M. We can further tailor the program to make this program specific to your business goals and vision.

The program works on the premise that having an intention and being able to lead a group of people is paramount to success. Primarily, it allows your people to understand the patterns they have that need to be changed and the values which need to be adopted to motivate themselves to lead their team effectively. This program also helps people link their patterns to behaviors and beliefs. The goal is to build that person so that they are big enough to carry and transmit the values of the organization.

Gaining concepts and applying those concepts is the goal for the first day. By the end of the program delegates will be able to:

- Understand the fundamentals of what makes an exceptional leader.
- Understand how to effectively lead their team with vision and confidence using their own natural style.

Program content includes

- Foundations of Intentional Leadership
- Beliefs & Behaviors
- Behavioral Styles & DiSC
- My Job as a Leader of People
- Setting and Achieving Goals
- Patterns
- Change
- Leadership or Management
- The Johari Window Model
- Trust - The 'T' in Team
- Dimensions of a Team
- Zone of Freedom
- Improving Relationships with Others
- S.T.E.M - Uncovering My Team's Values
- External Influences to Motivation
- FISH World Famous and Shared Values
- Self Esteem - The Great Blocker to Motivation
- Problem Solving
- Focus a Key to Success

How the program works

The course consists of a range of activities and situations involving all participants. Complementing this activity-based learning will be the opportunity to explore some key leadership models and reflect on their application to the workplace.

Participants are empowered with a tool known as the Blueprint for Change. This is hard copy personal action plan used by participants to record and follow through on self-committed actions.

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