

Leadership is typically described as a function of management. In reality, however, leadership is quite distinct from management. A manager has subordinates where a leader has followers. A leader influences from passion where a manager influences by control.

Leaders set the direction and motivate followers to enthusiastically follow. Steven Covey says “Producers do it, Managers delegate it and Leaders decide what “it” is”. Leaders set the agenda and mobilise their team to achieve the vision.

Some say leaders are born, some say they are made. Experience shows that all managers can become leaders (even if some seem to have a head start!) All managers can learn leadership principles and behaviours and so become effective leaders

- **This workshop is designed for middle and senior managers as well as fast-tracked frontline managers.**
- **One and two day versions. The two day version of this workshop has greater scope and depth.**
- **Includes supply of leadership assessments. The implications of the assessments will be discussed as a part of the workshop**
- **This workshop is highly interactive, has role playing, discussion, video, assessments, templates with high take home value**
- **Each participant receives a comprehensive manual of our normal highest quality material**

## The program

This leadership workshop will empower your team to

- Understand what leadership is
- How to avoid common leadership mistakes
- Learn what characteristics make a leader
- Understand the sources of power leaders have and what reactions are likely to occur when they are used
- Learn 6 leadership styles
- Learn how to develop each of the styles
- Learn when to use each style – and when not to
- Understand strategies for decision making as a leader
- Learn 6 principles of persuasion to influence people as a leader
- Understand the “currencies of exchange” that you have to offer people
- Learn how to influence without authority
- Understand the three different types of leaders – charismatic, transactional and transformational and how to develop attributes of these styles
- Building trust as a leader
- Moving from management to leadership – the critical issues of accountability, power, problems, control, response, change and finances
- Leading and communicating with vision
- Being a critical and systems thinker
- Building and guarding the leadership platform
- Understand how to manage the team’s conversation
- Learn how to enrol people
- Attracting and developing other leaders
- Understanding and combating organisational politics
- How to build team commitment