

## Leadership to Empower, Enable and Engage

Improving Productivity & Employee Engagement through Effective Frontline Leadership

Date	Venue	Fees
17 - 21 Mar 2019	Dubai	\$5,950
08 - 12 Jul 2019	Dublin	\$5,950
30 Sep - 04 Oct 2019	London	\$5,950

### Training Course Overview

People are like electricity... they are no use unless switched on. No company can succeed in the long run without energised employees. However, research indicates that getting people "switched on" is an ever-increasing challenge. Many leaders currently witness low morale through the rise of part-time and flexible work schedules, organisational downsizing, changing markets and the layering of traditional structures. Against such a backdrop the role of front line leaders becomes critical. This Anderson training course offers practical insights and strategies that generate the positive organisational landscape which can build and sustain employee commitment through intellectual, affective and social engagement. This Anderson training course examines the strategies that build meaningfulness in the workplace and create competitive advantage in the market.

### Designed for

This Anderson training course is designed for professionals across all functions or disciplines, with "front line" leadership responsibilities, who wish to evaluate progressive management practices which engage the "hearts and minds" of those they lead. This is suitable to a wide range of professionals but will greatly benefit:

- Technical professionals tasked with supervision of others
- Managers seeking to energise their practice and their people
- Managers with career aspirations for wider leadership or functional roles
- HR/OD Practitioners who supporting managers to improve their practice
- Those delegated with change management initiatives relating to productivity



### Training Course Objectives

By the end of this Anderson training course, participants will be able to:

- Understand the compelling business case for employee engagement
- Implement techniques to measure, generate and sustain engagement
- Apply the principles of generous leadership to enhance, enable and empower
- Recognise "the collective power of wisdom" to generate collaborative practice
- Evaluate and enhance organisational engagement against a theoretical model

### Training Course Outline

Amongst a wide range of valuable topics, the following will be prioritised:

- A review of the overwhelming business case for generating engagement in the organisation
- How do you know if your people are engaged right now? Measurement and Analysis and Formulating action plans
- Generous leadership to capture "Hearts and Minds"
- How leaderships style may positively or negatively impact employee engagement
- Personality and management/leadership style - psychometric assessment and review
- The role of emotional intelligence in raising morale and performance
- Creating alignment through the inspirational vision
- Enhancing productivity and alignment by balancing positive and negative interactions
- The front-line leadership challenge: creating a culture of connection
- Assessment: how productive am I? personal audit, implications and actions

#### Professional Recognition and Accreditation



This program has been approved by HR Certification Institute for general re-certification credit hours of HR Professionals. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

#### The Certificate

- Anderson Certificate of Completion will be provided to delegates who attend and complete the course
- The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion