



## Self, Team and Organizational (STO) Action Driven Leadership

Building a Holistic Leadership Approach to Achieve High Performance

### ► Upcoming Sessions

14-18 Oct 2024	Dubai - UAE	\$5,950
27-31 Jan 2025	London - UK	\$5,950
23-27 Jun 2025	Dubai - UAE	\$5,950
13-17 Oct 2025	Dubai - UAE	\$5,950

### ► Training Details

#### TRAINING COURSE OVERVIEW

What is the secret of long-term sustainable business success? Evidence indicates long term corporate success is sustained through **Action Driven Leadership** which creates an engaged, resilient workforce.

This **Self, Team and Organizational (STO) Action Driven Leadership** training course focuses on the knowledge, skills and techniques required to enable managers to lead themselves, their team and organization to survive and thrive in a highly competitive, rapidly changing business world. By understanding and adopting purpose driven leadership approaches, participants can further engage their employees to ensure their activities and actions are aligned to delivering the strategic intent.

#### This training course will feature:

- ▶ Principles of purpose driven leadership
- ▶ Awareness of leading self, including personal purpose and internal resilience
- ▶ High performance purpose driven team management drivers
- ▶ Collaborative, cross-silo and collective leadership change management techniques
- ▶ A focus on identifying personal, team and organizational development actions

#### TRAINING COURSE OBJECTIVES

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

- ▶ Apply purpose driven leadership in practical and pragmatic ways
- ▶ Increase self-awareness and how to manage self and increase personal resilience
- ▶ Develop a toolkit of high-performance team development techniques
- ▶ Understand different cross-silo and collective leadership change management techniques
- ▶ Identify personal, team and organizational development actions to drive effectiveness

#### DESIGNED FOR

**This training course is suitable to a wide range of professionals but will greatly benefit:**

- ▶ Team leaders, supervisors, section heads and managers
- ▶ Project leaders with staff responsibilities
- ▶ Professionals who have an interest in a management position
- ▶ Anyone who wants to become a leader in their work role
- ▶ Professionals who want to learn techniques to work with other colleagues

## LEARNING METHODS

This training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. Course methodology involves presentations supported by discussions, self-assessments and learning activities, including the creation of a development plan. Managers should choose this course if they seek to improve their leadership and management skills to support the long-term sustainability of their business.

## ▶ Training Details

### Day One: Personal, Team and Organizational Context and Development Focus

- ▶ Introduction and overview
- ▶ Understanding self, team and organizational (STO) context
- ▶ Creating a personal, team and organizational development focus
- ▶ Change management in a volatile, uncertain, complex, and ambiguous (VUCA) world
- ▶ Key leadership and management models aligned to the changing world
- ▶ Assessing personal style of leadership to suit situation and context

### Day Two: Leading Yourself via Purpose-driven and Resilient Leadership

- ▶ Defining purpose driven leadership principles
- ▶ Understanding the impact of personality on leadership style to optimize strengths and manage derailing behaviour
- ▶ Learning the drivers and building blocks of personal resilience and wellbeing
- ▶ Understanding difference between leadership and management
- ▶ Understanding neuro-leadership and EQ
- ▶ Creating a personal development action plan

### Day Three: Leading Your Team to Achieve High Performance

- ▶ Understanding team dynamics and applying team development models and techniques including Team Intelligence Quotient (TQ)
- ▶ Creating a route map to building a high-performance team
- ▶ Establishing a team launch pad by identifying team situation, mission and potential
- ▶ Defining protocols for team norms and buy-in to enable ignition and take-off
- ▶ Allocating team resources and developing constructive challenge to accelerate team progress
- ▶ Achieving a focus on winning and gaining high performance results

### Day Four: Leading Your Organization through Change-driven Situations

- ▶ Providing a change management overview
- ▶ Understanding organizational dynamics and impact on performance
- ▶ Applying a transformational leadership cross-silo change model to accelerate change
- ▶ Achieving a positive impact on employee engagement and commitment
- ▶ Utilising line manager coaching and mentoring approaches to maintain the momentum of change
- ▶ Creating a collective leadership strategic approach

### Day Five: Achieving Purpose Driven Strategy through an STO Development Plan

- ▶ Understanding the power of purpose in a strategic context
- ▶ Building a strategic message through optimizing organizational core purpose, vision,

- mission and values
- ▶ Identifying the 5 purpose driven strategic leadership drivers
- ▶ Developing an STO development focus
- ▶ Co-coaching to refine STO development focus and create practical actions
- ▶ Sharing learning insights

## ▶ The Certificate

Anderson Certificate of Completion will be provided to delegates who attend and complete the course

## ▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

Call us: +971 4 365 8363

Email: [info@anderson.ae](mailto:info@anderson.ae)

Request for a Tailor-made training and educational experience for your organization now:

Email: [inhouse@anderson.ae](mailto:inhouse@anderson.ae)

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