



## Leadership to Empower, Enable and Engage

Improving Productivity & Employee Engagement through Effective Frontline Leadership

### ► Upcoming Sessions

22-26 Apr 2024	Online	\$3,950
07-11 Oct 2024	Online	\$3,950

### ► Training Details

#### Online 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 online 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 online training course examines the strategies that build meaningfulness in the workplace and create competitive advantage in the market.

#### Online Training Course Objectives

**By attending this Anderson online training course, delegates 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

#### Designed For

This Anderson online 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 Details

## Day One: Employee Engagement and Business Success

- ▶ What is employment engagement?
- ▶ The business case for engagement - impacts business success
- ▶ Analysis and measurement of engagement
- ▶ The impact of front line leadership on engagement, productivity and commitment
- ▶ What do engaging leaders actually do?
- ▶ What style of leadership does the role demand?

## Day Two: “Front Line Leadership” to Capture “Hearts and Minds”

- ▶ Self-review & evaluation of front line skills that build engagement
- ▶ Personality and management/leadership style - psychometric assessment and review
- ▶ Authentic leadership to inspire people to exceed performance expectations
- ▶ The shadow of the leader - impact and influence
- ▶ Emotional Intelligence and its role in Engagement
- ▶ Creating the inspirational vision - the key elements of alignment

## Day Three: Aligning Performance to Create Trust & Engagement

- ▶ The power of trust
- ▶ Collective wisdom to enhance decisions
- ▶ Team purpose - Performance Management, KPI's and MBO's
- ▶ The importance of behaviours - building a team charter
- ▶ Performance audits, reviews and implications
- ▶ Evaluating potential and performance - Grid for talent management review

## Day Four: Harnessing Potential to Create Engagement: Motivation, Commitment and Competence

- ▶ Task and Job Allocation - right player right position
- ▶ Improving Team Dynamics - positive and negative group behaviours
- ▶ Successful Delegation - the achieving results through the efforts of others
- ▶ Motivating People - core skills and practical steps
- ▶ Enhancing productivity and alignment by balancing positive and negative interactions
- ▶ Dealing with Poor Performance - Coaching for team and individual performance issues

## Day Five: Creating a Culture of Engagement through Generous “Front Line” Leadership

- ▶ Core essential for generous front line leadership
- ▶ The front line leadership challenge - creating a culture of connection
- ▶ Action planning against the employee engagement model
- ▶ When engagement goes too far - pitfalls of an overdone strength
- ▶ Balancing pressure with performance
- ▶ Review of week and closure

## ▶ Preview

10:30 - 11:00	:	Welcome, Setup, Registration
<b>11:00 - 12:30</b>	:	<b>First Session</b>
12:30 - 12:45	:	Break (15 minutes)
<b>12:45 - 14:15</b>	:	<b>Second Session</b>
14:15 - 14:30	:	Break (15 minutes)
<b>14:30 - 16:00</b>	:	<b>Third Session</b>

## ▶ Accreditation



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

## ► The Certificate

- Anderson e-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

## ► 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:

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