



5 Days

Leading Teams for Growth and Change

► Training Details

Training Course Overview

The short history of the 21st century has been characterized by fast paced competitive markets where change is inevitable. We must therefore assume that businesses will continue to struggle to achieve customer expectations whilst managing minimum and declining resources. In a world of fluctuating economies together with precipitous innovation, a company that wants to achieve high growth must be prepared to adapt, change, or die.

When preparing to lead your team it is important to remember that growth comes before change. A team that does not grow cannot change; growth is an essential component in personal development that brings about change. Resistance is a common reaction to change when people are pushed from their comfort zones and often produces anxiety and uncertainty with team members. This dynamic Anderson Leading Teams for Growth and Change training course engages participants in growing their teams using the latest techniques and best practices before empowering their teams to drive sustainable change.

This Anderson training course will feature:

- Leadership & Management Cycle
- Leading oneself and then leading others
- Communication, Delegation & Feedback
- Develop your team through Mentoring & Coaching
- Driving change through Engagement

Training Course Objectives

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

- Successfully deliver all the functions of leadership & management cycle.
- Apply Emotional Intelligence in all aspects of professional relationships
- Communicate clearly, engage workforce and meet strategic targets
- Developing and engaging high performance teams
- Leading and empowering change

Designed For

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

- Organisations and leaders who wish to “win”
- Team Leaders looking to develop high performance teams
- Team Leaders leading innovation & change
- Managers/Heads of departments who want to maximise team potential and successfully achieve strategic goals.

Learning Methods

This Anderson Leading Teams for Growth and Change training course will utilize a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes variety of media and learning techniques to enrich and expand the communication and leadership skills of all the delegates.

Everything the delegates learn will be based on proven principles and leading-edge theories drawn from a range of disciplines, including psychology, management and leadership best practice, NLP, anthropology, and linguistics while 100% of the techniques and processes on this highly interactive course will be transferable to the workplace.

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Day One: Leading Oneself Before Leading Others

- ▶ Leadership & Management Cycles
- ▶ Why is EQ so important?
- ▶ Skills needed for EQ communication
- ▶ Practicing emotional honesty
- ▶ Using your left and right brain
- ▶ Mental adaptability to handling problems

Day Two: Best Team Principles

- ▶ Managing the factors affecting team performance
- ▶ Dealing with performance issues
- ▶ Balancing analytical and creative thinking
- ▶ Building an environment of innovation and improvement
- ▶ Managing Problem-Solving and Decision-making
- ▶ Negotiation and Influence

Day Three: Two-Way Conversations

- ▶ Communication, the key to leadership
- ▶ Identifying personal barriers to communicating with others
- ▶ The power of Delegation
- ▶ How to give effective Feedback
- ▶ Empowerment = Motivation
- ▶ Engagement = Sustainability

Day Four: Develop Growth Through Mentoring & Coaching

- ▶ Separate coaching and mentoring styles
- ▶ Understand the Four Stages of Coaching
- ▶ The Coaching Cycle
- ▶ GROW and OSCAR Coaching Models
- ▶ Deal effectively with performance issues
- ▶ Promote self-responsibility

Day Five: Driving Change

- ▶ Understanding problems inherent with change and transition
- ▶ Understanding the interrelated factors that impact change.
- ▶ Change management process
- ▶ Leading a culture of creativity & Innovation
- ▶ Motivation = Autonomy, Mastery and Purpose
- ▶ Action Planning and Next Steps

► 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:

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Email: info@anderson.ae

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

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