



4D Group

Leading- Inspiring, Unlocking and Empowering People

Who Would Benefit

Senior delegates with some experience of managing, who want to explore their leadership skills, qualities and attitudes, and to enhance their repertoire of styles and techniques. (Some pre-programme reading is recommended, and an optional element of this programme is the application of a 360-degree feedback instrument, tailored to the delegate or the organisation.)

Objective

By the end of the programme, you will be able to specify how you could apply three new approaches to leading people, to achieve substantial, measurable benefits.

Content

- The differences between management and leadership
- Modern thinking and research about leadership and motivation
- Developing a 'trust account' with each of your people
- Transactional and transformational leadership – your views and some case studies
- Deciding what you think good leadership is
- Analysing your personal style – using behavioural questionnaires, psychometric instruments or 360-degree feedback received
- Learning from leading exercises, and from receiving feedback from fellow delegates
- Determining and committing to ways to inspire people, to unlock their potential, and to empower them, to make things happen
- Practising inspirational coaching
- Preparing to balance attention to both people and processes when acting as a change agent
- Planning to create a culture of clear communication, trustful delegation, empowerment, and commitment to challenging goals

Duration

One day intensive programme that can be extended and deepened