

Introduction to Thought Leading Leadership (Tier 3)

Two ½ Days or single 1 Day

Description

This program is intended to give leaders at any level exposure to some of today's pre-eminent theories around leadership. This is not "leadership 101", but an entrée to cutting edge models and methods of leading effectively. Emotional and Social Intelligence (EI) and Situational Leadership (Sit Lead) are two of the most powerful and widely implemented elements of leadership in the world. Participants in this program will get an interactive overview of both models that emphasizes application and takeaways to make a difference the next day.

Prerequisites

- None

Objectives

Apply the fundamental aspects of Emotional and Social Intelligence by:

- ✓ Understanding what EI is and understanding the model of EI
- ✓ Leveraging the four key dimensions of EI across twelve behaviors
- ✓ Identifying how to move forward in developing self

Apply the fundamental aspects of Situational Leadership by:

- ✓ Being able to diagnose others' development levels and choose the appropriate leadership style
- ✓ Knowing why there is no best leadership or coaching style (unless there is a match)
- ✓ Learning a common language for coaching and developing others
- ✓ Understanding the negative impact of oversupervision and undersupervision on performance and morale

Morning

- The Emotional and Social Intelligence Model
- What Are You Working On?
- Self – Awareness
 - Emotional Self Awareness
- Self – Management
 - Emotional Self Control
 - Achievement Orientation
 - Positive Outlook
 - Adaptability
- Social Awareness
 - Empathy
 - Organizational Awareness
- Relationship Management
 - Influence
 - Coach and Mentor
 - Conflict Management
 - Inspirational Leadership
 - Teamwork



Afternoon

- Reflecting on Leadership
- The Three Skills of a Situational Leader
- Diagnosis – The First Skills
- The Four Development Levels
- The Needs of Each Development Level
- Flexibility – The Second Skill
- Directive Leadership Behavior
- Supportive Leadership Behavior
- What do the Four Styles Look Like?
- Leadership Style Flexibility
- Matching Style to Level
- Over- and Under-supervision

