


STRATEGON

LEADERSHIP & EFFECTIVE MANAGEMENT

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Topics Covered

The aim of this workshop is to work on specific issues that affect the way senior executives lead and manage teams. For example, one manager may find that their own individual style allows them to gain significant feedback from their team, but they may not be strong enough to direct the person to the next step. Conversely, another manager may find it very difficult to manage a group dynamic, or a cynical individual and would therefore require more development work in this area.

Training Process

The approach is not to lecture, but to facilitate participant learning through exercises and activities. Executives will be learning by doing, rather than learning by lecturing. We find that lecture style training is a debilitating process, as it suggests that the managers know nothing about themselves, their people and communication skills before they walk in the room.

The exercises are a mix of individual and team based activities, designed specifically to get the participants to think and create what they do, not just absorb and do what they do.

Encourage participants to think about the application of the learning and therefore become more conscious about what they do and how it affects the results they are trying to achieve.

Workshop Content

The following outline is an indication of the type of content covered in this workshop. These modules are tailored according to the needs of the client

SESSION 1

- Management Styles
- Review how we act and perform within teams
- Understanding our own behaviour and its effects
- Adaptability skills
- Expectations of your role within your work environment
- Core roles and competencies
- Integrating company values to your style
- 4 Key thinking frameworks for performance
- Leadership – Do I have it, can I control it, can I improve on it and practical advice on leading teams

SESSION 2

- The qualities of Outstanding Managers
- Seven core competencies and responsibilities
- How these competencies relate to the day to day
- Interpreting and understanding responsibilities
- Developing a consistent approach
- Your role as a facilitator – key tips
- Corrective and constructive feedback – models

SESSION 3

- Coaching and Mentoring
- Appraising and evaluation techniques and tips
- Developing a 'coach' mindset
- What affects people's performance
- How to manage difficult and confronting situations
- Managing a changing environment
- Core Communication skills
- Effective delegation

SESSION 4

- Creating the culture for outstanding performance
- Developing and executing the plan
- Creating a dynamic and motivating environment
- Setting long term performance benchmarks
- Measuring your success
- Review Management goals and objectives
- Establish action steps and core focus for the year