

# Effective Leadership

2-day Workshop

Presented by

**John Giblin**

# Effective Leadership

## Purpose

Changes have taken place in the world of business! Management success was about 'pushing' people along or **telling** them what to do. Leadership success is about 'pulling' people along or **selling** your ideas through the working environment you create. You require a new skill set to make it to the top in a "pull" environment and to 'sell' your ideas. This program covers how to stop managing and start leading, making you a vital part of your organization's future.

## Program Objectives

On completion of the day participants will explore:

- Components of an effective leadership behavior profile and how it impacts upon organizational performance
- The role leaders have in the organization and the expectations placed on them
- Leadership styles and how to use leadership style to achieve results by engaging, empowering and motivating teams to maximize and sustain performance
- How to establish a leadership presence at all organizational levels that builds confidence and improves communication
- Managing the process not the task and generating greater team contribution
- How to create a leadership model that can be applied back in work by all participants
- Developing a leadership plan on return to work

## **Program content**

The program is centered on 9 key subject steps that are intrinsically linked together, each will be explored throughout the day, these include:

**Step 1** - Building a vision. How to create a vision that impacts on a team, department or business

**Step 2** - Leadership style. What different styles exist and how to use them effectively.

**Step 3** - The art of communication. How do we communicate and how can you use powerful leadership behaviors to communicate more effectively.

**Step 4** - Team building. How to build effective teams designed to succeed and deliver vision.

**Step 5** - Motivating other. What is motivation and how to generate it?

**Step 6** - Decision-making. How to be decisive and get the right people doing the right things in the right way at the right time.

**Step 7** - Delegating responsibility. Exploring the art of delegation to ensure all activity under the leaders' area of responsibility is delivered in line organizational requirements

**Step 8** - Leaders building leaders. The most effective leaders are the ones that develop other leaders; here we explore techniques to ensure this happens

**Step 9** – Joining all Leadership components together to create a “business as usual back at work plan”

## **Who is the program for?**

Those currently in leadership roles who are looking to improve their personal leadership impact in their organization. Each participant will leave with a personal action plan to aid leadership impact.



## **MEET YOUR COURSE DIRECTOR**

### **John Giblin**

A specialist in creating and delivering learning and development projects in businesses to target performance improvement. Solutions are designed to improve productivity, profitability and competence at all levels.

His career started in engineering before moving into a HR role in 1988, where he has remained since. Areas of activity specialized in include: organizational change, leadership and management development, business performance coaching, productivity and process improvement, team development, business culture, behavioral and competence development at all operational levels, business start ups. Throughout all this activity the main goal has always followed a simple model: 'where are we now? Where do we need to be? What do we need to do to get there? let's do it'.

He is a Fellow of the Chartered Institute of Personnel and Development, holds a Masters Degree in Strategic Human Resource Development and delivers programs both in the UK and Internationally.

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