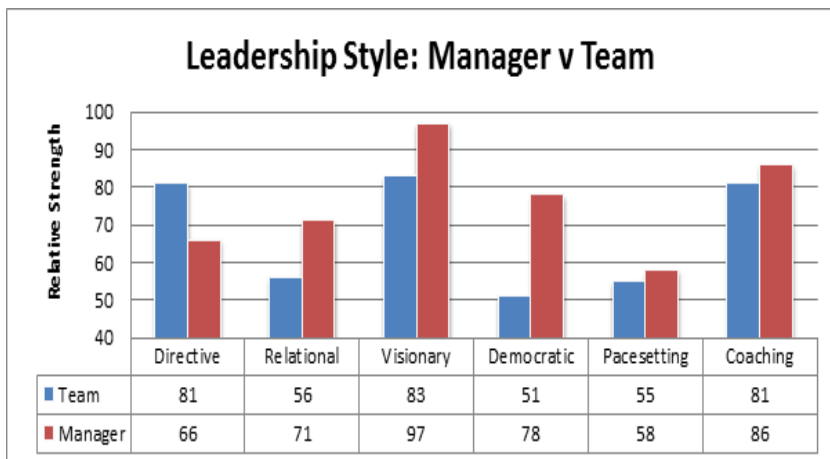


## Leadership Development Program

Our leadership development program helps leaders develop in their leadership styles, character and influence. To be effective, leaders need to build influence and trust as well as be able to adapt their style to different situations. Studies reveal that the work climate as experienced by employees is determined by as much as 70% from the leadership style of the workgroup leader.

We cover six leadership styles that leaders need to understand so they can adopt the behaviour that the situation demands. Research tells us that the most effective leaders (that is, those who have superior performance) use four or more of the six styles regularly, switching to a more appropriate style depending on the situation. We cover in what situations the style is effective and ineffective as well as how you can develop each style.

A sample leadership style assessment is given below. It shows some significant variations between the manager's self-assessment and their team's perspective (particularly in the democratic style)



We cover how a leader can build influence, which some say is the definition of leadership. The essence of influence building is to assist another. Our influence currency workshop covers the types of assistance that they can offer.

We cover the 5 emotional intelligences and the 21 Emotional Competencies that constitute these intelligences.

### Leadership Style Assessment (LSA)

Our LSA gives the default leadership styles of the participant as perceived by their team and compares this with how the participant views their own leadership style. This style assessment helps the participant to understand the difference between what styles they believe they are exhibiting and what styles their team experience from them. The LSA also shows the participant which leadership situations they will naturally excel in and which leadership situations they will find more difficult.

### Leadership Development Workshops

We have six leadership modules from which organisations choose what is most relevant for them:-

- ▶ Leadership Styles
- ▶ Principles of Influence
- ▶ Influence Currency
- ▶ Leadership Actions
- ▶ Leadership Character
- ▶ Emotional Intelligence

Our workshops utilise a variety of learning approaches - highly relevant material as well as video, discussions, role plays, training games, assessments and team exercises to ensure that the participants are engaged throughout the whole time.

### Leadership Development Coaching

Our coaching sessions are one-on-one with each participant to assist them to implement the changes they have decided on. We answer any personal questions the participant may have to help them fully understand their leadership styles and apply the training to their personal situation. We help them to set goals, explore options to reach those developmental goals, and assist them in setting SMART action steps. Depending on the length of the program, you may consider organising 1-3 coaching sessions with each participant.