

Developing True Leadership Potential

OBJECTIVES

In an economy driven by innovation and constant change, success is dependent on having a flexible organization. The successful organization must have leaders in all the appropriate management skills, who can create a culture and structure that allows those skills maximum freedom to take full effect.

Effective leaders are necessary for the continual growth, development and day-to-day management of an organization. Teamwork is the process that allows the organization to take and implement decisions and leaders are the initiating agents of this process. The corporate culture within which a leader has to operate will ultimately determine how successful or unsuccessful teams will be.

No matter how experienced a leader you are in the context of working as a team, there is a first time for everything. Whether you have been appointed as a leader of a team or taken on new responsibility within an existing role, you are bound to come across unfamiliar problems and challenges. This situation is further accentuated by the fact that individuals come across with various personalities that may cause conflict with others. Understanding the personality profile of the individual will very much assist in alleviating some of the inherent problems that might arise when there is a need to work together as a team.

Two of the most important things a true leader needs to appreciate and internalize is the way in which people perceive and process information. This has a bearing on the way in which people react to situations and it is the leader's role to empathise with them and use this philosophy to propel the people in the right direction. As such in this workshop, the participants will learn on how to observe the way in which people perceive information by understanding the modality profiling technique and the Gregorc thinking style technique.

Module One: Personality Profiling Test

- *How to recognise your management and leadership style*
- *Modality profiling and thinking style quiz and analysis*

Module Two: Understanding Modality Conflicts

- How individuals perceive information
- Understanding Modality Profiling
- Quiz to find out Modality Profiling
- Analysis of Quiz results and testing the validity to individuals

Module Three: Leadership Dynamics

- How to create the right conditions for positive and effective teamwork and maintaining it
- Building Trust and Commitment in Your Team – *increasing awareness of how one comes across to others in the team*
- Resolving Conflicts in Your Team – *learning to communicate effectively*
- Maximizing the Performance of Your Team

- Ways to inspire and motivate your team during period of change and when new challenges arises
- Case-study: The Secret of Successful Leaders

Module Four: Leadership challenges in the 21st Century

- Discussion on Leadership challenges in the 21st Century
- A leadership perspective for young leaders
- Introducing the PACESETTER – video clip to illustrate
- Applying the PACESETTER

Module Five: Creativity for Leaders

- The five 'I' in creativity
- Applied Imagination – via SCRAMBLE ©
- Case study on creativity
- Applying creativity in the daily live

Duration: 2 days