



Afrissance

LIBERATING LEADERSHIP MASTERCLASS

COURSE OVERVIEW

"Organisations with the highest quality leaders were 13 times more likely to outperform their competition in key bottom-line metrics such as financial performance, quality of products and services, employee engagement, and customer satisfaction." Source: Great Leadership

This programme presents a set of competencies and a track to run on that has since been adopted by thousands of managers in a wide range of businesses, across an extensive number of industries, creating the vital mind-set and skills of high performing leaders, known as High Challenge and High.

PURPOSE - LEARNING OBJECTIVES

- Expectations Theory: They have high expectations about what their people are capable of – it matters and it shows
- Reinforcement Theory: They catch people doing something right, instead of only paying attention when things go wrong
- Positive Regard: They have respect for their people as individuals and a positive belief in them as a person
- Genuineness: They are able to express their own feelings and tell the truth about their reactions to the other person's behavior. They're direct, open and honest.
- Develop your leadership potential - adapt appropriate leadership styles to the requirements of the situation; realize obstacles to leadership development and learn to combat them; nurture a set of values within your team and decide your 'ultimate leadership goal'
- Equipping leaders with vital tools they didn't know they needed
- Allowing leaders to lead with strength and dignity, confident they are on the right track
- Powerfully pulling all leadership lessons together in one place

WWW.AFRISSANCE.COM

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PARTICULARS - WORK AGENDA

MODULE 1 - INTRODUCTION TO MANAGEMENT

- Reflect on the difference between management and leadership “leadership”
- Understand Transformational Leadership
- Understand the people you lead and how to adapt your leadership styles
- Explain leading by Directing
- Explain leading by Participating
- Explain leading by Delegating
- Kouzes and Posner
- Conduct a personal inventory
- Create an action plan
- Establish personal goals

MODULE 2 - LEADERSHIP STYLE

- Understanding your preferred leadership style
- Learn techniques to adapt your style according to the situation
- Follow a structure to ensure effective delegation
- Understand motivational theory

MODULE 3 - COMMUNICATION AS A TOOL

- Use a communication tool to recognize different preferences
- Define strategies for effective communication with different people
- Build trust and rapport so that your team can be open and honest
- Leverage questioning and listening techniques to aid operational effectiveness

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PEOPLE - WHO SHOULD ATTEND?

- Ambitious managers who want to become leaders, managers and individuals or Entrepreneurs

COURSE MATERIALS (INCLUDED)

Participants will receive

- Program handouts

DURATION

Two Day Program (Can also be decided based on the identified need)

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