

# LEADERSHIP SKILLS DEVELOPMENT

## From management to leadership

### Overview:

An essential programme for managers who are performing at a good level and wish to develop their leadership skills to increase their effectiveness and powers of influence. The programme helps them to understand their own natural leadership style and how they can better relate and motivate team members.

The programme is suitable for small and medium sized business owners, middle to senior managers from the private and public sectors and those who are now managing subordinates who until recently were their peers.

Dates & venues: See [www.impellus.com/open-courses/schedule](http://www.impellus.com/open-courses/schedule) or you can call 0800 619 1230

9:00 - 9:30	Delegate registration, refreshments, networking opportunity
9:30 - 9:45	<ul style="list-style-type: none"> <li>• Welcome, overview and introduction to the programme</li> <li>• Objectives for the day</li> </ul>
9:45 - 11:15	<ul style="list-style-type: none"> <li>• Understanding the metrics of leadership and successful teams</li> <li>• Discovering your leadership style and its influences</li> <li>• Values, beliefs and behaviours</li> <li>• How people influence teams, and how teams influence people</li> </ul> <p><i>The beginning of the day will open delegates up to the day's subject matter and allow them to look at the metrics of good leadership and highly effective teams. The most exciting part for delegates is discovering more about their own leadership style and the bearing that this has on their teams and the people around them. Delegates begin to consider how they can alter their styles in different circumstances</i></p>
11:15 - 11:45	Break and networking opportunity
11:45 - 13:00	<ul style="list-style-type: none"> <li>• Herzberg's theories of motivation</li> <li>• Time management and productiveness</li> <li>• Delegation of responsibilities</li> <li>• How these fit together in successful teams - the circle of effective leadership</li> </ul> <p><i>During this session delegates will explore the facets of human motivation and reflect back on how their teams are running. They will also cover time management and delegation skills and then look at how the these skills link together to become a 'circle of effective leadership'</i></p>
13:00 - 14:00	Two course hot and/or cold lunch
14:00 - 15:00	<ul style="list-style-type: none"> <li>• The iceberg model of communication</li> <li>• Advanced communication skills and the power they exert</li> <li>• Understanding how others interpret us</li> <li>• Implementing these skills for best results</li> </ul> <p><i>In this part of the day delegates will examine how they can improve their communications skills to influence the behaviours from others that they are seeking. They will investigate how others read their communications and how this in turn affects style and the morale of the team</i></p>
15:00 - 15:30	Break and networking opportunity
15:30 - 16:30	<ul style="list-style-type: none"> <li>• The leadership challenge</li> <li>• Bringing it together and action planning</li> </ul> <p><i>The final part of the day holds a leadership challenge which is highly instructional and tends to provide a few laughs too - it'll see what delegates really do when there's a challenge to complete! The day concludes with everybody back together to write up their own learnings and action plans</i></p>