

# THE LEADERSHIP CHALLENGE: *from knowing to doing*



## Introduction

Great leaders inspire us, ignite our passion, and motivate us to take action and achieve results. Wouldn't it be great **to be** a positive influence on your team and peers to achieve superior performance results?

The leadership challenge is an intensive, 4 day workshop for more experienced managers and leaders who want to demonstrate great leadership. The workshop focuses on the four leadership competencies that effective leaders demonstrate. Through the workshop, you significantly improve your strategic thinking, your positive influence on others and your ability to achieve sustainable results.

The skills you develop during the workshop will enable you to improve your overall effectiveness as a leader and make the transition from knowing what you need to do, to implementing the tools and approaches that will bring you long term success.

## Workshop Benefits

Through this workshop, you will learn the skills that will enable you **to be** able to:

- Increase your understanding and awareness of your own leadership style and behaviours
- Inspire and motivate others towards a compelling vision
- Communicate a clear strategy that people understand, buy into and can deliver on
- Release the talent, energy and contribution of your people through empowerment
- Communicate in a way that gets results and builds relationships
- Build synergy within a team environment enabling effective problem solving and decision making.
- Develop a high trust environment that encourages greater collaboration and accountability
- Develop a culture of excellence
- Enable change
- Sharpen strategic focus on key priorities
- Build accountability
- Develop a proactive and effective response to change



**To Be Training & Development**  
326 Clontarf Road, Dublin 3, Ireland

Tel: 01 853 2236 Fax: 01 805 7389 Email: [info@tobettraining.com](mailto:info@tobettraining.com)  
[www.tobettraining.com](http://www.tobettraining.com)

# THE LEADERSHIP CHALLENGE: *from knowing to doing*



## Workshop Content

|   |   |
|---|---|
| <p><b>Creating a compelling vision that people can buy into and deliver</b></p> <ul style="list-style-type: none"><li>➤ Determine the key components of a compelling vision</li><li>➤ Inspire others to achieve the vision</li><li>➤ Assess your current leadership behaviours</li><li>➤ Understand how your preferred leadership styles are impacting organisational climate</li><li>➤ Create a sustained communication strategy</li></ul> | <p><b>Empowering people to consistently deliver great results</b></p> <ul style="list-style-type: none"><li>➤ Develop win-win thinking</li><li>➤ Understand your communication styles and the impact of your personal leadership style on communication and personal effectiveness</li><li>➤ Assess the levels of empowerment required for individuals</li><li>➤ Apply a process for having productive win-win conversations</li><li>➤ Delegate effectively</li></ul> |
| <p><b>Collaborating effectively</b></p> <ul style="list-style-type: none"><li>➤ Build synergy for greater results</li><li>➤ Apply creative problem solving</li><li>➤ Reach better decisions</li><li>➤ Respond effectively in a crisis</li><li>➤ Drive innovation</li><li>➤ Foster an environment that encourages collaboration</li></ul>  | <p><b>Enabling change</b></p> <ul style="list-style-type: none"><li>➤ Understand the impact of personal leadership style on enabling change</li><li>➤ Lead change</li><li>➤ Understand how people respond to change</li><li>➤ Overcome resistance to change</li><li>➤ Recognise and respond to warning signals</li><li>➤ Engage others in the change process</li></ul>  |

## Application and Follow-up

In preparation for the workshop, each participant will engage in analysis of their current leadership style and behaviours and will develop individual learning agendas outlining the core areas they want to focus on developing and the associate results they plan to achieve. One to one attention is available for each participant to support them in the analysis of their style and the development of their learning agenda. Individual coaching sessions form part of this programme to support participants in implementing the changes which will bring about lasting effectiveness and sustained superior performance results.

**Duration:** 4 days.