

DEVELOPING FIRST-CLASS LEADERSHIP COMPETENCIES

How to Achieve Leadership Excellence

PROGRAM OVERVIEW

Leaders aren't born, they are made.

And they are made just like anything else, through hard work. And that's the price we'll have to pay to achieve that goal, or any goal.

Vincent Lombardi

What distinguishes first-class leaders from the rest? Is it their unique charisma? Exceptional EQ or IQ? Outstanding communication skills? All these factors are certainly important and relevant, but fail to account for how great leaders create the willingness to follow.

This program will help participants develop the key competencies for first-class leadership, especially when leading 1: 1. In a highly experiential setting, they will get the chance to practice the skills necessary to create high engagement of their staff.

METHODOLOGY

- Pre-Seminar Questionnaire to increase awareness and to prepare the participants
- Use of Harrison Assessment (optional) for identification of development opportunities
- One highly experiential 1-day seminar with role plays and real plays
- Follow-up procedure (1:1 coaching and/or group coaching sessions) to ensure high impact of complete program

Who should participate:

Anyone in a leadership position, especially middle and senior managers as well as entrepreneurs.

Objectives:

- To become fully aware of the challenges of 1:1 leadership
- To develop the key leadership competencies for better 1:1 leadership
- To practice these competencies in a safe and highly experiential setting

Benefits for Participants:

- Cost saving due to higher retention rates
- More business success through higher engagement of the team members
- Improved career perspective for you because of more successful leadership

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Typical Program Outline

	Becoming a First-Class Leader
Basics of First-Class Leadership	<ul style="list-style-type: none"> • Identifying, understanding and adjusting beliefs about leadership • Analysis of Harrison Assessment results (optional) • The 3 preconditions for successful leadership • Learning from outstanding leaders
First-Class Leadership Competencies	<ul style="list-style-type: none"> • Understanding and further developing the key leadership competencies: <ul style="list-style-type: none"> • Effective Communication • Feedback and “feed-forward” • Introduction to Coaching • Employee Participation • Developing Charisma • Rewarding performance • Selecting and retaining top talent
Benefits of First-Class Leadership	<ul style="list-style-type: none"> • Research results from real case studies • Short-term and long-term benefits of first-class leadership • How to avoid typical pitfalls • Establishing an action plan with first milestones