

INSPIRING PEAK PERFORMANCE

Duration: ½ day (am)

Workshop introduction:

The maxim, 'you are not a leader until someone follows you' has never been more accurate than in today's ever more competitive environment. The modern manager has an enormous responsibility to ensure that those who report to him perform to their full potential and achieve their personal and business objectives. Therefore, it is vital that their people, leadership and motivational skills are first class. This short course will provide a model for all managers who wish to be more inspirational and develop the skills and confidence to be the leader they want to be and the one that everyone in their charge willingly follows.

Core behaviours developed during this workshop include:

- Identify personal needs and key areas to develop
- Becoming a skilled coach using short, sharp sessions
- Give constructive feedback and develop relationships
- Understand learning styles
- Display an empowering style of developing others

Workshop Content:

Session One: What makes and inspirational leader?

- Welcome, introduction & review personal objectives
- Defining inspirational leadership
 - The characteristics of a modern leader
- Why leaders often fail
- What skills will I require?
 - The seven key attributes of an inspirational leader
- Developing the ability to inspire others
- Establishing your leadership style
- Leadership models and how they can work for you
- What is peak performance?
 - Defining the standards for excellence

Session Two: How do I become that person?

- Applying leadership models
- Leading by example ~ your values and principles
- Under promise and over deliver
- Building relationships with your people
 - Understanding how they differ and adapting accordingly
- Consistency in your style ~ doing the right thing
 - Being even handed and showing smart judgement
- Applying the 'soft' skills and giving feedback ~ managing ego's
- Winning trust and respect
 - Staying in control
- Defining and communication your vision and values
- **Training exercises** ~ delegate skills practise throughout the session
 - Individual and group analysis & feedback
- Review personal objectives, summary & close