LEADERSHIP DEVELOPMENT TRAINING

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COURSE LENGTH: 2.0 DAYS

The PD Training Leadership Development Training course provides those currently in leadership positions, or those new to a leadership role, with the insight, awareness and techniques to lead more effectively. Great leaders set the pace for their team and have an impact on organisational culture and staff morale through their actions.

In this dynamic, 2-day professional development program, you'll learn crucial skills like creating and communicating a vision, using appropriate body language, giving formal and informal feedback, using the art of persuasion, creative problem solving and decision making, encouraging personal and professional growth and much more.

Our Leadership development program is available now throughout Australia including Brisbane, Sydney, Parramatta, Melbourne, Adelaide, Canberra and Perth.

Please click on the Public Class tab below to view our Leadership Training course schedule by city or click the In-House Training tab to receive a free quote for customised courses delivered at your preferred location.

LEADERSHIP DEVELOPMENT TRAINING COURSE OUTLINE

FOREWORD

The PD Training Leadership Development Training Program has been highly praised by our business clients as the essential skills required to be a talented leader are presented in a format that is both informative and empowering at the same time.

Through patience, persistence and hard work, anyone can become a highly effective leader. The responsibility is on you to implement the strategies taught in this course, and to identify and correct changes in certain behaviours which may be quite difficult. The skills required to be a great team player are not always the same skills required to effectively lead the team. This is why Executive Leadership Development is so highly sought after by most successful companies.

The primary role of a leader also requires a thorough understanding of the team's needs, aspirations and concerns, so it is important to have excellent listening and facilitation skills as well as highly developed abilities to coach and mentor others. This Leadership and Development Training Program will teach you that effective leadership starts with a thorough understanding of oneself, which then allows you to support and lead others towards stated organisational goals.

OUTCOMES

Leadership Training - Day 1

▶ Understand the role of a leader, their traits, how are they different to a manager
▶ Look beyond the common leadership stereotypes
▶ Learn how your personality traits interact with your leadership styles
▶ Understand what Leading with Emotional Intelligence (EI) is and choosing the best approach
▶ Understand and Apply Situational Leadership
▶ Understand and apply the 5 practices of exemplary leadership
▶ Increase the performance of your team through developing team spirit

Leadership Training - Day 2

▶ Get the most out of your team by understanding the generational differences
▶ Influence with passion and empower others to act by using rapport building techniques
▶ Use creative problem-solving & decision-making methods
▶ Improve your coaching and mentoring skills
▶ Give feedback to inspire greater performance with engagement and buy-in
▶ Identify and apply strategies to manage underperforming members of the team

MODULES

Lesson 1: Getting Started

- Welcome
- Expectations
- Leading, Managing and Coaching
- Defining Leadership and Influence
- Characteristics of a Leader
- Core Leadership Theories
- Learning the Foundations of Leadership
- Reflection

Lesson 2: Your Personality Style and Leadership

- LDP Review
- Personal Style Markers
- Leading Dimensions
- Reflection

Lesson 3: Leading with Emotional Intelligence

- Choosing the Best Leadership Approach
- Reflection

Lesson 4: The Evolution of Leadership

- Situational Leadership
- Reflection

Lesson 5: Kouzes and Posner's Leadership Challenge Model

- An Introduction to Kouzes and Posner
- Model the way
- Inspire a Shared Vision
- Challenge the Process
- Enabling Others to Act
- The Importance of Trust
- Encouraging the Heart
- Reflection

Lesson 6: Encouraging Teamwork

- The Five Dysfunctions of a Team
- How Successful Teams are Built to Last
- Reflection

Lesson 7: Understanding the Generations

- An Introduction to Generations
- Tips to Overcome Generational Differences
- Reflection

Lesson 8: Influencing Skills

- The Art of Persuasion
- The Principles of Influence
- Influencing by Building Rapport
- Bridging the Gap
- Reflection

Lesson 9: Problem Solving and Decision Making

- Define the Terms
- Four Step Problem Solving Process
- Defining the Problem
- Reflection

Lesson 10: Coaching and Mentoring

- Coaching
- Mentoring
- Introducing the G.R.O.W. Model
- Benefits of Setting Goals
- Setting SMART Goals
- Reflection

Lesson 11: Feedback

- Four Key Areas
- Types of Feedback
- Feedback Delivery Tools
- Feedback Using the SBI model
- Seeking Feedback
- Bringing it all together
- Reflection

Lesson 12: Managing Performance

- Common Performance Issues
- How to Manage Underperformance
- The 'formal steps' checklist
- Underperformance Meeting Plan
- Reflection

Lesson 13: Reflections

- Recommended Reading List

WEB LINKS

- View this course online
- In-house Training Instant Quote
- Public Classes - Enrol Now!