

# Advanced Leadership Skills

## Duration 5 Days

### Introduction

This course presents an opportunity for leaders and professionals to learn how to help their employees develop the appropriate leadership style in the workplace.

The course will also equip leaders to meet the challenge of developing excellent decision making skills.

Delegates will develop leadership skills based on the latest scientific findings on how to make effective and creative decisions. You will also learn how to apply flexible leadership skills in a practical way to help your team achieve its goals.

### Who Should Attend:

This course is designed for anyone in a leadership role, department heads, supervisors, and team leaders who wish to learn more about strategies for improving leadership effectiveness in times of pressure, stress and crisis.

### Objectives

- Gain a greater awareness of yourself and your full leadership potential
- Refine your leadership styles for the benefit of your team and department
- Develop adaptability in dealing with different people
- Enhance decision making skills in employees
- Apply effective decision making skills in solving problems

### The Core Competencies

**Participants will develop the following competencies:**

- Be more knowledgeable about your leadership style & how to maximize it
- Apply flexibility in various leadership situations

- Learn how motivate and lead others better to improve their performance
- Utilize understanding of personality styles to enhance your leadership
- Apply leadership dynamics to understand others better
- Encourage effective decision making skills

## **Course Outlines**

### **Day One**

#### **Gaining Insights into your Leadership Styles**

- How Perception influences our leadership style
- Understanding our personality
- Personality and leadership style
- Improving our strengths & managing our weaknesses
- Maximizing our interpersonal relationship with others
- Removing emotional and mental blind spots

### **Day Two**

#### **Developing Decision Making Skills**

- Using your left brain & right brain to make decisions
- Split brain theory for developing effective problem solving skills
- Developing openness to new ideas in making decisions
- Promoting idea mobility in teams
- Understanding the creative solving process in individuals and teams
- IDEAL problem solving approach

### **Day Three**

#### **Applying Effective Decision Making Skills in the Workplace**

- Encouraging creative problem solving for continuous improvement
- Removing blocks to creative problem solving
- Convergent versus Divergent Thinking
- Divergent Thinking Skills for solving problems
- Using SCAMPER techniques to approach problem solving
- Applying SCAMPER techniques to make effective decisions

### **Day Four**

#### **Overcoming Mental Blocks to Decision Making**

- Challenging self-imposed assumptions

- Metaphorical thinking
- Increasing new ideas
- Getting people behind your ideas
- Evaluating new ideas
- Creative leadership

### **Day Five**

#### **Effective Leadership to Develop Dynamic Problem Solving in the Team**

- Ensuring alignment with corporate mission
- Encouraging self-initiated activity
- Endorsing Unofficial activity
- Enhancing Serendipity
- Importance of appreciating diverse stimuli
- Practicing within-company communication for problem solving
- Developing a personal action plan