



FROM MANAGING TO LEADING™

(A 2- day Team Leaders workshop on the Enduring Leadership™ model)

SYNOPSIS

Leadership is about creating an environment, where when the task is done, the team says, “We did it ourselves”. Leadership is not about charging ahead. Leadership is about creating other leaders. Vision is critical to leadership. But even more critical for any leader is translating her/his vision into a language that makes sense to the followers in terms of their own life goals. Organizations, which have excelled and endured through time have been led by individuals who’s ability to do this was foremost

SCOPE

The Business Leadership Course is targeted at people whose roles require a strategic focus and the ability to provide inspiration and motivation for high performers. Course members are usually Project Managers and Functional Line Managers at the middle to senior management level, on their way to taking strategic leadership roles. The focus is to deal with issues of being a Leader as distinct from issues of being a Manager. The program was developed over three years and is oriented at helping participants discover what it takes to make good leaders; understand influencing styles and manage issues of credibility and visibility

METHODOLOGY

This is a very intense course with a high level of content in a Client Centered Learning format. At the end of the course, participants choose a project, where they can apply learning's and report back at a debriefing session with the Consultant and any audience of their choice. For many participants, the course provides the ideal opportunity to gain highly credible visibility for some of their ideas and recommendations. Organizations benefit from the opportunity to suggest project choices to participants, which may also have value from a business perspective.

TYPE OF INTERACTION

Games, questionnaires, role-plays, group discussions and presentations; conceptual lecture sessions and facilitation; are all a part of this program. The content is very rich and the pace is often grueling. Many participants have reported that this was a very significant learning experience in their lives. A willingness to participate and a desire to advance one’s own learning are all that are required to participate.

SAMPLE MODULES

- Developing and Communicating a Vision
- Understanding own and other Leadership Styles
- Situational Leadership: Adapting Leadership Style to the situation dynamically
- Building Visibility & Credibility for gaining acceptance as a Leader