



RESULTS-BASED Leadership

Course Introduction:

The aim of the course is to provide participants with the knowledge and skills required to understand and apply the attributes and competencies of results based leaders. The course highlights the significance of assertiveness to produce significant results. It also addresses the correlation between emotional intelligence competencies, leadership styles, organizational climate and bottom line results.

Course Objectives:

By the end of the course, participants will be able to:

- Identify the attributes and competencies of results based leaders
- Appraise, through a self scorable assessment, their leadership profile across twelve dimensions
- Inspire others through being assertive and using the appropriate communication style
- Demonstrate how emotionally intelligent results based leaders influence the organizational climate and bottom line results
- Describe the significant cultural dimensions in trying to deal with different cultures

Who Should Attend?

All individuals who strive to introduce a culture of achievement within their organizations. This applies to all those who have the responsibility of leading others and managing their performance including executive managers, division directors, department heads, section heads, supervisors and team leaders.

International Centre For Training & Development

Course Outline:

Results based leadership: a manager's challenge

- Leadership and management: Vital complementary roles
- Results based leadership: Attributes and results
- The five practices of results oriented leaders
- Roles and competencies of results based leaders

Flying in V formation

- The V formation
- Trait and behavioral theories
- The managerial grid
- Situational leadership

- Maturity level of the group
- Maturity levels and leadership styles
- Leader behavior: Directive or supportive

'Dimensions of Leadership Profile': An approach to understanding and developing effective leaders

- Administration and scoring
- Interpretation of results: Stage I
 - Focus on character
 - Focus on analysis
 - Focus on accomplishment
 - Focus on interaction
- Interpretation: Stage II
 - Character: Enthusiasm, integrity, self renewal
 - Analysis: Fortitude, perceiving, judgment
 - Accomplishment: Performing, boldness, team building
 - Interaction: Collaboration, inspiring, serving others

The inspirational leader

- Importance and objective of communication
- How effective managers spend their time
- The 7-38-55% rule
- Attributes of results based leaders
 - Being visible and available
 - Being responsible and responsive
 - Being trustworthy and respectful
 - Being aware that they always lead by example
- Communicating with assertiveness
 - The passive, aggressive and assertive styles
 - The assertive communicator

Emotional Intelligence (EI) competencies and leadership styles

- An overview of EI
 - EI defined
 - 'IQ' versus 'EQ'
 - The four competency clusters
- How results based leaders influence organizational climate
- Organizational climate: The 6 components
- Correlation between EI competencies, styles, climate and results

- "Leadership that gets results", Goleman's article on style and bottom-line results
- Culture and results-based leadership
- Culture defined
- Dimensions of culture
- Hofstede's cultural dimensions
- Leadership behavior and culture clusters

Course Methodology:

A variety of methodologies will be used during the course that includes:

- (30%) Based on Case Studies
- (30%) Techniques
- (30%) Role Play
- (10%) Concepts
- Pre-test and Post-test
- Variety of Learning Methods
- Lectures
- Case Studies and Self Questionnaires
- Group Work
- Discussion
- Presentation

Course Fees:

To be advice as per course location. This rate includes participant's manual, Hands-Outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Course Certificate:

International Center for Training & Development (ICTD) will award an internationally recognized certificate(s) for each delegate on completion of training.

Course Timings:

Daily Course Timings:

08:00 - 08:20	Morning Coffee / Tea
08:20 - 10:00	First Session
10:00 - 10:20	Coffee / Tea / Snacks
10:20 - 12:20	Second Session
12:20 - 13:30	Lunch Break & Prayer Break
13:30 - 15:00	Last Session