



THE POWER Of Leaders

Course Introduction:

The concepts of power and leadership have been and will continue to be interconnected. While an individual may exert power without being a leader, an individual cannot be a leader without having power. In this course, power is defined simply as 'the potential to influence others.' This definition puts into perspective the importance of using power in order to be an effective leader. In organizational settings, leaders must exert power to achieve individual, team, and organizational goals. Leaders must be able to influence their followers to achieve greater performance; their superiors and peers to make important decisions; and stakeholders to ensure the vitality of the organization. This course provides a constructive, structured methodology for leveraging the various sources of power in order to be the most effective leader you can be.

Course Objectives:

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

- Distinguish between management and leadership.
- Identify their strengths and leadership styles through self-assessment.
- Examine various leadership theories with emphasis on situational leadership.
- Identify the major competencies underlying emotional intelligence.
- Understand the role of the leader as delegate and change agent.

Who Should Attend?

Individuals in middle and senior positions who wish to better understand themselves in order to improve their leadership skills. Employees whose responsibilities require delegation and leading/managing change will also benefit from the program.

Course Outline:

Leaders Not Managers

- Definitions, Similarities and Differences
- Myths about Leadership

Personal Style and Leadership Qualities

- The Myers-Briggs Type Indicator or Dimensions of Leadership Profile: A Self-Assessment
- Linking Style with Leadership Qualities
- Characteristics of Admired Leaders

The Leadership Journey: From McGregor to Goleman

- Review of Major Theories

- Leadership in the Arab World

Situational Leadership

- Simulation

The Emotionally Intelligent Leader

- An Overview of Emotional Intelligence EI
- Emotional Quotient EQ Versus Intelligence Quotient IQ
- The EI Competency Framework
- Relationship between Competencies, Style and Climate

Leadership, Delegation and Empowerment

- Guidelines for Delegation and Empowerment

The Leader as Change Catalyst

- The Eight-Step Change Process
- Dealing with Resistance to Change
- Sustaining Change in the Corporate Culture

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

