

Course Overview:

Many middle level managers and supervisors have a wealth of experience at handling day to day management issues and are now ready for a far greater challenge: the challenge of becoming transformational leaders as well as managers. This Middle leadership Management for Manager and supervisors programme is about making that vital transition and exploring and mastering the knowledge and skills that will confidently take you to that next level of competence from professional to inspiring leader.

Course Objective:

- Gain new insights into your leadership, personality and team preferences and learn how to display both cognitive and behavioural flexibility
- Be able to 'read' other's behaviour and use that understanding in creating a motivating environment for your staff
- Understand your own and others' preferred team roles and how to motivate your staff
- Be able to influence upwards in the organisation by displaying a high level of political skill
- Be able to plan and lead change and your own career path

Course Outline:

Moving from Management to Leadership
The Difference between Management and Leadership
Appreciating the Five Essential Leadership Approaches
Displaying Transformational Leadership Behaviours
Understanding Yourself, Others & Organisational Cultures
Determining Your Own and Other's Personality Preferences
Using Personality Insights to Powerfully Influence Others
The Origin of Our Personal Attitudes and Resulting Behaviour
Understanding the Nature and Types of Organisational Culture
Developing and Leading Your Team
Understanding Team Roles and Playing to Your Staffs' Strengths
Team Formation Stages and Team Dynamics
Displaying the Relevant Team Leadership Style For Your Staff
Motivation Techniques for Greater Commitment and Performance
Managing and Motivating Your Staff
Delegating Effectively
Setting Goals, SMART Objectives and Personal Outcomes
Running Performance Appraisals that Really Work
Managing Change and Yourself Successfully
Understanding the Impact of Change On Your Staff
The Traditional Management of Change in Organisations
Managing Change More Effectively Using Insights From Neuro-science
Proactively Managing Your Career

Who Should Attend:

- Those who have some experience at supervisor / professional level and are ready to take on a wider role
- Those who want to make the transition from competent professional to inspirational leader
- Those who need a deeper understanding of what drives individual behaviour and

Training Language:

English-Arabic

Training Methodology:

- Presentation & Slides
- Audio Visual Aids
- Interactive Discussion
- Participatory Exercise
- Action Learning
- Class Activities
- Case Studies
- Workshops
- Simulation

group dynamics