

Course Overview:

How Leaders Can Shift the Balance of Power to Drive Change?

The challenges faced by leaders in implementing complex and long-range consequential decisions demand that they be sophisticated with respect to issues of power and influence.

The changes that are shaping the nature of work in today's complex organizations require that we develop the political will and personal skills to become more innovative and adaptive.

Without political awareness and skill, we become immersed in bureaucratic infighting and destructive power struggles, which greatly diminish organizational morale and performance.

Course Objective:

This is a five-day program for leaders and senior managers.

At the conclusion of the program, delegates should be able to :

- Identify the five forces of zeitgeist that shape the business landscape
- Identify key individual skills serving as sources of power
- Understand the Machiavellian rules in managing relationships and events
- Understand the importance, requirements, advantages and disadvantages of building successful coalitions
- Know how to consolidate power to lead change
- Guard against the perils of reckless leadership

Course Outline:

Day 1: Leveraging power and politics • Assessing power in organizations • Using the political frame and the rational frame • Identifying key individual skills serving as sources of power • Leading with power

Day 2: Implementing the Machiavellian approach • Managing superiors and subordinates • Managing friends and foes • Communicating with clarity and style • Acting decisively in a timely fashion

Day 3: Building networks and coalitions

• Dissecting friendship networks • Recognizing the advantages of coalitions • Dealing with barriers to starting a coalition • Mobilizing the masses in cyberspace

Day 4: Leading change

• Establishing a sense of urgency • Creating and empowering the guiding coalition • Generating quick wins • Consolidating gains

Day 5: Squandering power

• Losing perspective and willpower • Suffering from isolation and insulation • Cracking under pressure • Picking up the pieces

Who Should Attend:

- Mid-to upper-level managers responsible for the continuous leadership development of others and building high-performance organizations
- Team leaders and coaches who are called to inspire and motivate their workers each day to accept new responsibility
- Managers who wish to transform their way of thinking, managing and leading for a higher level of skill, empowerment, and overall achievement
- Those interested in achieving standards of excellence and who wish to enhance their management skills

Training Language:

EN / AR

Training Methodology:

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