

Leadership Excellence for Senior Management 3 day

To maximize performance and foster a healthy environment, senior managers must also motivate others, nurturing and utilizing the distinctive skills of each team member.

Learning Objectives

After completing this course, students will know how to:

- Use wisdom and understanding to lead others
- Deliver constructive critiques to your staff
- More effectively coach and mentor your staff
- Develop new managers
- Better motivate your staff
- Navigate organizational politics

COURSE OUTLINE

1 - LEADING OTHERS

- Comparing Vertical and Lateral Hierarchies: Leading in Different Structures of Command and Control
- Leveraging Your Organization's Structure
- Knowing Your Employees – Developing Empathy
- Beginning with the End in Mind and Back-Casting to the Desired Future State
- Setting S.M.A.R.T. Goals
- Earning Your Team's Trust with Honesty, Reliability, Availability, and Openness

2 - STRATEGIES FOR COURSE CORRECTION

- Lighting a Fire: Motivating, Guiding, and Inspiring
- Resolving Conflict: Forcing, Accommodating, Avoiding, Compromising, and Collaborating
- Changing the Script: Trusting Your Team, Empowering Delegation, Celebrating Success, and Building & Reinforcing Your Team
- Defining Team Roles and Creating a Balanced Team

3 - EFFECTIVE COACHING AND MENTORING

- Providing Clear and Timely Feedback
- Creating a Supportive Environment
- Building a Mentorship Plan - Mentoring for Success

4 - TRAINING NEW MANAGERS

- Preparing, Developing, and Supporting New Managers
- Defining and Building Competencies
- Documenting Best Practices while Rewarding and Emulating Effective Managers
- Encouraging a Peer Network

5 - MOTIVATION

- Understanding the 8 Level Hierarchy of Needs
- Managing Across Generations
- Applying the CARE Model

6 - ORGANIZATIONAL POLITICS

- Being Politically Savvy, Ethical, and Effective
- Building Political Intelligence
- Understanding the Landscape

7 - THE BIG PICTURE

- Thinking Through the Elements of Management