

Leadership Excellence: Learning to Lose Control

A course promoting self-awareness in leaders: delegates will be eased gently out of their comfort zones and helped to discover their leadership excellence.

Overview

Leadership is about influencing people and controlling situations. Often, leaders get this mixed up and seek to influence situations by controlling people. Yet, time and time again evidence suggests that attempting to control others is not the best way to provide leadership. Indeed, it can create disgruntlement and resistance to change.

This three day course looks at the art of influencing change through the management of relationships and challenges leaders to become self-aware in order to understand the great and not so great elements of what they do. Delegates will discover how to learn from all aspects of their leadership and explore a range of leadership theories and practical tools in a fun and engaging way.

Key Outcomes

- Feel motivated and more able to fulfil leadership roles
- Have a better self-awareness and ability to continually improve leadership
- Be able to act appropriately in a range of challenging leadership situations
- Be able to form healthy relationships, and positively influence colleagues
- Understand the dynamics of control
- Be able to communicate better
- Welcome leadership responsibility and accountability

Course Outline

- Leadership styles and control
- The organisational context
- Relationship management
- Building trust and respect
- Smart communication models
- Change management
- Control and punishment
- Paying for performance – a leadership cop-out?
- Performance management – feedback for learning, and learning to feedback
- Coaching and growth

enableeast
making improvements actually happen

This course allows delegates to view leadership in the context of their own situations: they will be encouraged to challenge the applicability of any leadership theory to their own role in their own organisation...warts and all!

In busy organisations under tight financial constraints and stringent targets, it becomes ever harder for leaders to enjoy leading and to feel fantastic about their leadership capabilities. This programme will reinvigorate delegates' passion for leadership excellence.

“ Since this course we have seen tremendous change. Managers are equipped with the skills and most importantly, the confidence to build and maintain healthy interpersonal relationships with their teams. We don't have difficult conversations anymore, just honest ones. ”

HR Manager

In a survey of 1200 employees

83%

...said **recognition** for contributions was **more fulfilling...**

...than any **reward** or **gift...**

Key Points

- Three Day Course
- Contact Enable East on 01206 287543 or email enableeast@enableeast.org.uk