

Building a Leadership Brand

- | Having an authentic 'brand image' that aligns you to your career aspirations.
- | Gaining a deeper 'self-awareness' to you of what you wish to project when communicating with others, visually, virtually, vocally and verbally.
- | Understanding own 'Way of Being' and how to build your brand.
- | Obtaining 'The Leadership Excellence Blueprint – What Great Leaders Must Do Well'.
- | Raising own brand and living it, by applying the VPPN (Visibility, Performance, Perception of themselves and their role, Networking) tools – VPPN in their organisation is all about being the best you can be in these areas.
- | Understanding what makes a charismatic and confident communication style.

Upon completion of the workshop, participants are expected to achieve the following outcomes:-

- Obtain VPPN skills – using a toolbox of applicable skills to assist in raising your visibility, ensuring your performance matches the expectations of your manager; you align your perception of your role and your valued contribution to that of the organisation and know how to build and retain a dynamic network.
- Achieve a 'Way of Being' - giving a clear and comprehensive understanding of human neuroscience composition between our thoughts (cognitive processes), our EQ (moods, emotions and feelings) and how that determines actions, reactions and behaviour.
- Gain an understanding of how to implement new behaviours that will demonstrate charisma and making a great first impression.
- Undertake, build and manage a powerful network within their own job role that supports their career aspirations. This includes developing a confident and engaging 'elevator speech'.

Motivation with Impetus

- | Identifying what motivates my 'Way of Being' to underpin, sustain mental fortitude and courage.
- | Understanding motivation and motivators for different personalities.
- | Building a motivational leadership style – learn practical tips on how to motivate individuals and teams.
- | Developing practical application – Conversations for motivations.
- | Comprehending the use of the 'X & Y' theory to understand how perception affects motivation.

Upon completion of the workshop, participants are expected to achieve the following outcomes:-

- Develop and create a mind-set realising the theory behind what motivates others.
- Apply:
Situational Leadership Theory (*Hersey, P. & Blanchard, K.H.*) – one size doesn't fit all; success of the 'path-goal model'. SMART Goal setting – Do you have a personal development plan?
The **Theory X and Theory Y** (*Douglas McGregor*) of Management Style; and participate in a quick quiz to identify your mind-set and how to change that mind-set to motivate others.
- Practise the power of positive thinking techniques and how to 'reframe' our thinking/ actions to stay motivated and inspired on the journey.
- Understand 'my' values and self-motivation 'drivers'.

Championing a Change Culture

- | Identifying that Smart Leaders or Change Champions, know they don't 'make' a change happen; their role is to make change 'meaningful' and easier to accept.
- | Understanding 'What's in it for me?'
- | Working through a transformation and 'state of nothingness' to a new paradigm.
- | Understanding the change model and process of letting go .
- | Building and maintaining momentum.
- | Cultivating a proactive culture towards change.

Upon completion of the workshop, participants are expected to achieve the following outcomes:-

- Be confident in planning – change issues, self-management, awareness and preparedness.
- Identify and implement 'Organisational Awareness' – being conscious of the culture, structure and environment in which you are managing and championing the change.
- Drive sound influencing and communication skills – including consultation, negotiation, mediation and facilitation skills.
- Contribute to the evolution of 'Team Working' – positively affecting the team in order to achieve common objectives of change through guidance and motivation, harnessing the potential of varying skill sets.
- Understand change in different contexts such as Consultancy Skills – being the combination of interpersonal, intellectual and organizational skills that support successful change interventions. Change Champions sometimes do not have direct power to individually implement change but are major stakeholders in the processes and outcomes.

Mentorship, Self-Mentoring and Mentoring Others

- | Developing mentoring as a leadership style.
- | Gaining insight into 'mentoring' process and role of a mentor.
- | Having conversations that will assist in identifying barriers to learning and success.
- | Building relationships and rapport to engage and leverage of skills of teams.
- | Developing a pro-active approach to collaborating towards common goals.
- | Undertaking, as a Mentee when you are exploring your options what do you need to do; 'identifying your Mentor' –'drive the process' - 'prepare the meetings' and 'taking Action on discussions?'

Upon completion of the workshop, participants are expected to achieve the following outcomes:-

- Identify, approach and secure a professional Mentor and draw on that relationship during the programme.
- Know what Mentors do and how to be an astute business Mentor to others.
- Understand and drive a comprehensive Mentor/ Mentee process.
- Gain insight into being a Mentee and leveraging your relationship to get the best out of that relationship.
- Understand and design the processes of 'when' you're a Mentor Vs 'when' you're a Mentee; and what works for them.
- Gain the skills to prepare and conduct powerful conversations in either role.

Influence and Persuasive Engagement

- | Learning the fundamentals of influencing.
- | Understanding the process of negotiation to ensure 'win-win'.
- | Understanding motivations and emotions involved in a negotiation setting.
- | Understanding and interpreting body language signals to communicate with confidence and authority.
- | Applying learning through exercises to demonstrate effectively.

Upon completion of the workshop, participants are expected to achieve the following outcomes:-

- Be equipped with the skills to influence the thinking, behaviour and action of others using a positive influencing model.
- Move from offensive or defensive body language and behaviours to open collaboration and negotiation.
- Develop listening, questioning and challenging tips to create a 'win win' outcome.
- Use the power of language to appeal to others.

Conflict Management

- | Understanding moods and emotions at play on a situation of conflict.
- | Identifying the '5 Conflict Modes' of Thomas Kilmann.
- | Understanding the toolbox of different styles and personalities to reduce conflicts.
- | Leveraging assertiveness to plan and deliver courageous conversations.
- | Adapting or blending your style to others so as to reduce conflict and communication breakdowns.

Upon completion of the workshop, participants are expected to achieve the following outcomes:-

- Understand moods and emotions play in a situation of conflict. Be able to identify, understand and effectively communicate to resolve conflict.
- Understand and apply the Kilmann's Model of Conflict Resolution – 'The 5 Options' (*Thomas-Kilmann: Kenneth Thomas and Ralph Kilmann*) to resolve issues by:
 - Demonstrating assertive behaviour, allowing the expression of needs and thoughts to be conveyed honestly and directly.
 - Representing with our verbal skills (voice), non-verbal (body language) and the appropriate behaviours we adopt to have our needs meet.

Courageous Conversations

- | Building credibility through preparation and active listening.
- | Building trust by living the 'Trust Model'.
- | Taking responsibility for making and keeping commitments.
- | Reinforcing through practice behaviors to enhance integrity and authenticity.
- | Constructing requests using the 'W X Y Z' model for setting clear expectations.

Upon completion of the workshop, participants are expected to achieve the following outcomes:-

- Understand the benefits of 'trust' and 'credibility' as a foundation within relationships; and applying them for clear communication and projecting trustworthiness in work relationships.
- Have a clear understanding of the three stages of listening and overcoming 'blocks' to active listening.
- Acquire an effective tool for managing promises, results and making effective requests.
- Achieve expectations for efficiency and clarity using the W, X, Y, Z model.

Coach Approach

- | Understanding what 'coaching' is and isn't.
- | Learning the fundamentals of Ontological Coaching; which is considered as the most advanced and comprehensive of the Coaching practices.
- | Actively listening to leverage deeper understanding of others' accounts and skills.
- | Questioning to create an 'action/reaction' for coaches.
- | Applying practical exercises to the learning in a supportive environment.

Upon completion of the workshop, participants are expected to achieve the following outcomes:-

- Know how and when to apply 'coaching' techniques through 'Active Listening', 'Questioning' and 'Engagement' – know when and how to be insightful, empathetic and empowering.
- Be able to identify what is not coaching – 'the need to be right and being in control of the outcome'. When the coachee needs to take ownership of the outcome?
- Develop the 'Self-coaching' mind-set and create new behaviours.
- Embrace the application of self-directed learning principles to ensure the agreed outcomes can be achieved.