

Practical Leadership – Leading people and teams

THE LEADERSHIP WORKSHOP FOR EXCEPTIONAL PERFORMANCE

Many times, ‘hooting and hollering’ until something happens becomes the acceptable standard for leadership. Learn your leadership style. Learn other styles of influencing people. Learn to reach people at their maturity level to get things done. Get the just-formed project team geared up to deliver required results. Identify readiness levels for an apprentice, a newly minted mechanic, a skilled mechanic, or a master mechanic. Be ready to adjust leadership methods as circumstances and tasks change. Understand what makes each team member tick. Reach out and get everyone moving in the right direction, at the right speed, and doing the right things.

Practical Leadership puts people on the road to project success.

Most leaders know the value of knowing themselves. To improve success and ensure lasting performance change, leaders must first know the readiness levels of their people and, second, adjust their leadership style to influence them. Learn to diagnose the readiness levels of followers. Then, learn to use a host of combinations of supporting behaviors and task behaviors to influence performance and get the required results.

Looking at leadership style, the focus is on behavior. There is a distinct difference between “behavior” and “attitude.” It is a person’s behavior that will evoke a response in someone else. Participants will understand leadership principles in the practical leadership model. As a result of the training, all participants will be able to select the right leadership style to influence people in a variety of situations.

Process:

Participants will be given a brief overview of leadership theories and participate in a number of exercises. This culminates in understanding Hersey’s situational leadership model. Participants will take the Lead-Self instrument and have their results analyzed in terms of individual style according to the Hersey model. The workshop design is based on the adult learning model where participants experience their own learning. After a concept is presented, participants have an opportunity to try it on in an entertaining way.

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Learning Outcomes

- Know and understand leadership theory and the responsibilities of leading.
- Identify your personal preferred leadership style.
- Diagnose the readiness level of people and teams.
- Know the power of employing other leadership styles.
- Be able to use different leadership styles at the right time in the right way.
- Lead effectively in a variety of situations.
- Improve project performance throughout the organization.

Twelve-hour Practical Leadership Design

- **Session I** – Introductions, leadership within the organization’s climate, the employer’s values and guiding principles, and the leadership gallery exercise.
- **Session II** – Leadership defined, leadership theories and approaches, the situational leadership model, and the Lead-Self instrument.
- **Session III** – Explanation of the situation leadership model as it pertains to the participants’ styles as revealed in the Lead-Self instrument.
- **Session IV** – Diagnosing the readiness levels of individuals in four types of situations. Agreement on a course of action on the part of the leader. Role-playing the agreed-upon-course-of-action with critiques.
- **Session V** – Application of diagnostic techniques and leadership styles through the situational leadership simulator (game).
- **Session VI** – Desert survival simulation, critique of leadership actions and summarization of workshop learnings.

Note: It is anticipated that each two-hour session will conclude with a brief discussion of lessons learned.