

L₄ LEADERSHIP DEVELOPMENT - An Overview

Purpose	This course is designed to help managers build their knowledge and skills for leading high performance teams.
Results	<p>Participants will accomplish the following:</p> <ul style="list-style-type: none">• they will learn about the way they currently lead• they will understand how to use a full range of leadership styles to work with different individuals• they will know how to use the different styles to get groups focused• they will have clear guidelines for building and maintaining high performance teams <p>All of this will help managers achieve business objectives more effectively.</p>
Who Should Attend	The session can be structured either for intact work groups/project teams or for a group of up to 20 individual leaders.
Design	<p>The workshop uses a situational approach so that participants can accurately diagnose what is happening and then select the appropriate leadership style.</p> <p>Prior to the workshop, participants complete a questionnaire which is used to help them understand their preferred styles. Subordinates, peers and superiors also complete questionnaires which describe how the participant reacts in particular situations, and how he or she <i>should have</i> reacted. This feedback is used for action planning within the workshop.</p>
Methods	<p>A variety of case studies, role plays and individual & group exercises are used to reinforce key points.</p> <p>A key outcome is the development of a personal action plan by each participant.</p>
Time Requirements	Preparation will take about 4 hours; the workshop time is 16 hours which can be spread over several 4-hour segments.