

Leadership Development

Leading and Motivating Teams



Clearly for organisations to be successful, developing and retaining highly motivated and enthused employees should be a priority for senior management. Creating a working environment where people willingly expend effort on clearly defined tasks requires management to demonstrate good leadership skills and behaviours.

Since no one leadership style or behaviour works in all situations, leaders and managers need first of all to be able to recognise their own leadership style and behavioural characteristics. Secondly they need to be able understand what makes a good leader and as a result recognise and make changes to their own leadership style so they become more effective when leading and managing others.

One of the major failings of team leaders is assuming that everyone is influenced by the same motivations as their own. Being able to recognise these styles and motivations in self and others is a first step along the pathway to effectively leading self and motivating others.

In this two day leadership and team development program, participants will complete a number of personal style inventories providing them with a clear insight to their preferred style of leadership and the potential impact on others.

All participants practice leadership development and team working skills directly by taking part in an experiential exercise where teams will be tasked with developing a successful business. The exercise takes the form of a business simulation where participants will be given the opportunity to be team leader, develop team working skills, experience decision making, assess their own and others ability to successfully lead, appropriately delegate tasks, assign roles and responsibilities etc.



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Course Objectives

- Identify your current preferred leadership styles and practices.
- Appreciate the difference between leadership and management - how different styles impact on performance.
- Learn what defines good leadership behaviour.
- Discover how to motivate individuals to willingly expend effort on a task.
- Develop a toolbox of motivational skills.
- Understand how to develop and influence others.
- Learn how to choose an appropriate leadership style based on the situation at hand.
- Develop decision making skills - chose appropriate decision making styles increasing chances of successful implementation.
- Recognise and learn how to manage stress within the team.
- Manage team dynamics to ensure that the team is working at peak performance
- Identifying team member strengths and their role preferences
- Recognise behaviour traits in self and others
- Gain a better understanding of differing personalities and what motivates them, leading to better communication.
- Allocate tasks and learn when and how to delegate to reduce overload and burnout.
- Understand how teams develop over time.
- Build supportive and effective teams and networks.
- Recognise and understand different team roles and their importance in developing effective teamwork.
- Learn how to lead groups to deliver objectives and outcomes.

This experiential workshop is delivered as an in-company program.

A minimum of six delegates are required for the business simulation to work effectively.

For further information call us now on 01274 675014