

"Master-Classes" in Management Development**TEAM BUILDING AND EFFECTIVE LEADERSHIP**

A Two-Day Programme

Programme Objectives

This programme will enable delegates to develop their leadership and team building skills in order to achieve "extraordinary performance from ordinary people".

Specific objectives for the programmes are:

- To develop an understanding of business leadership.
- To provide a foundation from which delegates can develop their business leadership skills.
- To understand the varying types of teams and the roles within those teams.
- To enable delegates to build balanced teams and to improve their own team working abilities.
- To ensure the team is working effectively within the delegate's area of responsibility.

Who is the programme for?

This programme is for Managers who are responsible for the performance of a team and wish to maximise the contributions of individual members.

Programme Contents

- . The Role and Functions of Leadership in the context of your company culture
- . The Challenge of leadership
- . The Characteristics of effective leaders
 - . Management styles
 - . Identification of Style
 - . Practical implications
- . Situational Leadership - an Introduction
- . Motivation
 - . Motivating the team to give World Class Performance
 - . The manager's role in staff motivation
 - . Team motivation
 - . Recognising behaviour patterns
 - . Demotivation - the signs
- . Top Team Working
- . Building an enthusiastic team
 - . Stages in the growth of a team
 - . Team values and norms
- . Working together - team types
 - . Valuing differences
 - . Practical exercise and review
- . Team Communication
 - . Giving and taking feedback
 - . Handling conflict

- . Developing individuals
- . Building an Empowered Team
 - . Stages in the empowerment process
 - . Characteristics in the empowered team
 - . Managing Empowerment within your company Framework
- . Self Development Plans
 - . Personal Action Commitment
 - . Manager Coaching link

