

Senior Management Workshop

Workshop Objective

This highly practical workshop will guide the participants through a series of activities and discussions designed to deepen and enrich their leadership skills. By tailoring the experience to individuals, as well as focusing on more generic skills and attributes, it will provide a range of tools to help each participant overcome their current leadership challenges with real confidence.

By the end of this workshop, participants will be able to:

- 🌈 Gain an understanding of Situational Leadership II® (SLII®) and its varied applications
- 🌈 Recognise the accountability inherent in their leadership role
- 🌈 Develop themselves and others in line with organisational objectives
- 🌈 Enhance their organisational reputation through improved self-awareness and the demonstration of positive behaviours
- 🌈 Understand and apply a range of coaching techniques
- 🌈 Lead others successfully through change and uncertainty
- 🌈 Demonstrate enhanced conflict resolution and influencing skills
- 🌈 Recognise and use the concept of continuous learning to ensure future challenges are met with robust actions, both from self and team members.

Pre-work

Participants will complete an online SLII® assessment that will provide them with a clear idea of their preferred leadership style and its potential implications at work.

SLII® Introduction

Participants will explore the key principles and practices of Blanchard's SLII® ensuring that they fully understand the importance of adopting a flexible, task focused approach to leadership and management enabling them to get the most of their team members in any given situation.

Your reputation as a leader

We will introduce participants to the idea that we all have a reputation which is based on the behaviours that we demonstrate. Furthermore, our reputation has a significant impact on the working relationships we have and ultimately, the degree to which we can drive performance, employee engagement, motivation and wellbeing.



Setting meaningful objectives and targets

This session will equip the participants with a deeper understanding of the importance of setting, communicating and tracking meaningful goals that are aligned with team *and* organisational objectives.

Coaching skills

Time will be allocated to the key skill of coaching. Participants will demonstrate their coaching capability and self-evaluate their skills at key points during the session. They will receive feedback from the facilitator and peer group during the classroom practice which will provide them with the opportunity to coach each other and receive full and honest feedback.

Leading change

The purpose of the session is to help the participants facilitate change positively. We will create an understanding of the necessity for change and its drivers, the impact of change at the team and individual level, the leadership and management practices that will deliver change and a deep understanding of how to communicate through the change process.

Understanding influence and managing conflict

We round off the workshop by looking at leadership and wider influence. We use a relatively simple model (TKI) that combines assertiveness and cooperativeness to focus specifically on individuals preferred approaches in 'conflict' situations - whether needs and/or wants of two or more parties are apparently different. We then explore the usage of the five modes and draw out discussion surrounding the need to (once again) adapt the approach to the situation.

Creating a leadership development plan

In our final session we, once again, use their coaching abilities to facilitate meaningful actions and desired outcomes. Participants will discuss their leadership development to date and where they see this going in the future. Everyone will be encouraged to explore short, medium and long term aspirations as well as uncovering any perceived barriers to achieving them.

