

Duration

This masterclass lasts a half-day (9.30-12.30)

Who's this for?

- Experienced managers who are continuing to develop in their role as Leaders
- New managers who are preparing to lead a range of team members
- Managers participating in a leadership development programme

Why attend?

As a Manager, you will use a range of behavioral approaches to enable your team members to develop, perform and achieve. The behavioral approach you demonstrate at any given time is known as your Leadership Style. Research also shows that there is an effect on the 'climate' or working atmosphere influenced by your leadership style. The climate is shown to strongly influence performance.

This Masterclass gives Managers the opportunity to explore in-depth the link between a range of leadership styles and the climate they need for high performance.

What will I get out of the masterclass?

This programme will support and challenge you to:

- review, refocus and take actions to develop your leadership practices
- make the link between the 'climate' you bring about and the style of leadership you choose at a particular time
- assess the most appropriate leadership style for the needs of the situation and of your team member(s) using your emotional intelligence
- choose and use a range of leadership styles
- become more self-aware and to use this knowledge and skill to forge improved working relationships and boost your performance and development as a Leader

What's on the Agenda?

Preparation Work

- Consider the levels competence and confidence of your team members as they perform their roles
- Gather feedback about the working atmosphere(s) that you create when leading others
- Discuss the Masterclass content with your Manager to identify your focus areas

Masterclass

- The employee development journey – from dependence to independence
- Creating a climate for Productivity and Engagement – the components of 'climate'
- Six Leadership Styles and their effects on 'climate' and engagement and how to choose which one to use to achieve a particular result

Practice at Work (approx. 3 months)

- Discuss the workshop content with your Manager to gain their support for your development actions and experiments
- Choose and use a combination of leadership styles to develop the competence, confidence and performance of a particular team member
- Adapt your style to create the climate you need and continue to gather and act on feedback