

Training Outline

(To be further tailor-made according to the client's request)

Team Leadership Development Skills for Technical Professionals (2days)

Program Objectives

At the end of the program, participants will be able to:

- Align personal values with that of the organization
- Understand personal behavior traits in relation to personal strengths
- Envision the future by imagining exciting and ennobling possibilities
- Enlist others in a common vision by appealing to shared aspirations
- Foster collaboration by promoting cooperative goals and building trust in the team
- Celebrate the values and victories by creating a spirit of community
- Practice leadership skills that last

Day One

The first day will address issues facing leadership today as opposed to pre 9/11 era, the need to explore assumptions about leadership and the characteristics of the leader in both these eras.

The later part of the day will help participants to understand their Motivational Value System as well as to determine the deployment of their personal strengths at the various aspects of their lives including when conflicts arise.

Session One: What the World Has Become

Leadership

- What it was? or used to be
- What it is now?
- Leadership Focus - 50 mega attributes
- Discover the habits of an excellent technical leader - Identify how it varies from one organization to another
- Video Presentation on Leadership

Session Two: Who I am

Personality Traits and Motivational Values Systems

- What is my Strengths Deployment?
- What happens when things don't go well?
- Utilizing Borrowed Relating Styles
- What are my Overdone Strengths?
- Team conflict resolution
- Identify the causes for conflict in your team
- Establish the sources of conflict within your team to eliminate negativity
- Determining methods to enhance team cooperation
- Understanding types of behavior that underlie conflicts using personality profiling techniques

The DISC which is a personality-profiling instrument will be used to facilitate self-discovery on behavior and personality traits. There will be group facilitation on the discoveries and sharing of information and knowledge of possible behaviors that would encourage personal and team successes.

Day Two

The second day will focus on a Leadership model presented by James Kouzes and Barry Posner. The model will provide a framework where participants can anchor the general philosophy of leadership.

The final day will end off by completing the second half of the previous day's lesson as well as to focus on a detailed Action Plan for Change that goes beyond just personal commitment but involves real results. Based on the permission of the participant, the Public Commitment Memo (PCM) can be shared with the participant's immediate Reporting Officer (RO) for personal coaching and follow up.

Session Three: The Leader in Me

The 5 Practices of Exemplary Leadership

1. Modeling the Way

- Orienting Personal and Interpersonal Values with the Organization
- Setting examples by aligning actions to shared values through mutual Respect

2. Inspiring a shared vision

- Envisioning the Future by imagining exciting and ennobling possibilities
- Enlisting the team in a common vision by appealing to shared aspirations in accomplishing the Balanced Scorecard (BSC) KPIs

3. Challenging the process

- Searching for opportunities by seeking innovative ways to change, grow and improve with Integrity
- Experimenting and taking risks by constantly generating small wins and learning from mistakes

4. Enabling Others to Act

- Foster collaboration by promoting cooperative goals and building trust and Compassion
- Strengthen others by sharing power and discretion

5. Encouraging the Heart

- Recognizing contributions by showing appreciation for individual excellence
- Celebrate the values and victories by creating inter teams Social Cohesion and promoting Collegiality amongst team members

This segment of the program utilizes the Leadership Practices Inventory® (LPI), self-reflection, group discussion and video presentations.

Session Four: What do I want to be?

The Personal Commitment Worksheet

The Public Commitment Worksheet