

Leading others



VIDEO BASED



ALL DEVICES



CERTIFICATE



2 HOURS



COACHING



The ability to lead others is an essential part of management. In fact, it could be argued that it's a non-negotiable management skill.

Some people have a natural tendency towards leadership, but for many, it's a skill that needs to be learned and practised.

The Leading Others programme focuses on your team and how you can bring the best out of your team using some simple, but very effective leadership techniques and skills.

Who's it for?

Current managers.

New managers.

Up and coming talent.

All staff (great leaders don't have to be managers).

What are the learning outcomes

After completing Leading Self and Leading Others, your people will be able to:

- Recognise where their team is at in their team development.
- Deliver formal and informal coaching as an everyday work habit.
- Provide regular and meaningful feedback daily.
- Lead difficult conversations in a constructive way.
- Support their team through change.
- And more!

Programme outline

Each course is self-paced and will take you about 10 to 15 minutes to complete.

Short videos will show you what good looks like and provide you with some thought-provoking actions that you can implement in your leadership. Questions, activities and resources will help you remember the key learning points.

Optional practical coaching activities and coach check-ins and customised videos can be included.

1. Understanding team dynamics.
2. Developing your efficient team.
3. Characteristics of a high performing team.
4. Developing a coaching leadership style.
5. Delivering effective feedback.
6. Leading difficult conversations.
7. Leading your team through change.
8. Performance management.

Optional extras

Customised videos, including an intro from your CEO, filmed with your people and products.

Coaching.

Programme outline

1. Understanding Team Dynamics

- What's a team?
- Assessing Your Team
- Forming
- Storming
- Norming
- Performing

2. Developing Your Efficient Team

- Goals
- Roles
- Processes
- Interpersonal Relationships

3. Characteristics of a High Performing Team

- Trust
- Comfort in Conflict
- Commitment
- Accountability
- Results

4. Developing a Coaching Leadership Style

- What is a coaching leader?
- How a Coaching Leadership Style Differs from Managing
- Characteristics of a Good Coaching Leader
- Benefits of a Coaching Leadership Style
- Looking for Coachable Moments

5. Delivering Effective Feedback

- What does effective feedback look like?
- What does ineffective feedback look like?
- When should you give feedback?
- Choosing Your Words
- STAR Feedback Model

6. Leading Difficult Conversations

- Your Frame of Reference
- Establishing Positive Intent
- What's Your Purpose?
- Techniques to Help You be Successful
- Choosing the Right Words
- The Importance of Being Flexible

7. Leading Your Team Through Change

- The ADKAR Change Management Model
- Building a Desire to Participate
- Providing Knowledge on How to Change
- Ensuring Your Team Has the Ability to Make the Change
- Providing Reinforcement to Sustain the Change

8. Performance Management

- Understanding Performance Management
- What do you need to ensure success?