

LEADERSHIP TRAINING

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COURSE LENGTH: 2.0 DAYS

The PD Training Leadership Training course provides those currently in leadership positions, or those new to a leadership role, with the insight, awareness and techniques to lead more effectively. Great leaders set the pace for their team and have an impact on organisational culture and staff morale through their actions.

In this dynamic, 2-day professional development program, you'll learn crucial skills like creating and communicating a vision, using appropriate body language, giving formal and informal feedback, using the art of persuasion, creative problem solving and decision making, encouraging personal and professional growth and much more.

This dynamic training course is available now throughout New Zealand, including Auckland, Christchurch or Wellington.

Please click on the Public Class tab below to view our Leadership Training course schedule by city or click the In-House Training tab to receive a free quote for courses delivered at your preferred location.

LEADERSHIP TRAINING COURSE OUTLINE

FOREWORD

The PD Training Leadership Development Training Program has been highly praised by our business clients as the essential skills required to be a talented leader are presented in a format that is both informative and empowering at the same time.

Through patience, persistence and hard work, anyone can become a highly effective leader. The responsibility is on you to implement the strategies taught in this course and to identify and correct changes in certain behaviours which may be quite difficult. The skills required to be a great team player are not always the same skills required to effectively lead the team.

This is why Executive Leadership Development is so highly sought after by most successful companies.

The primary role of a leader also requires a thorough understanding of the team's needs, aspirations and concerns, so it is important to have excellent listening and facilitation skills as well as highly developed abilities to coach and mentor others.

This Leadership and Influencing Skills Training Program will teach you that effective leadership starts with a thorough understanding of oneself, which then allows you to support and lead others towards stated organisational goals.

OUTCOMES

Leadership Training - Day 1

- ▶ Understand the role of a leader, their traits, how are they different to a manager
- ▶ Look beyond the common leadership stereotypes
- ▶ Learn how your personality traits interact with your leadership styles
- ▶ Understand what Leading with Emotional Intelligence (EI) is and choosing the best approach
- ▶ Understand and Apply Situational Leadership
- ▶ Understand and apply the 5 practices of exemplary leadership
- ▶ Increase the performance of your team through developing team spirit

Leadership Training - Day 2

- ▶ Get the most out of your team by understanding the generational differences
- ▶ Influence with passion and empower others to act by using rapport building techniques
- ▶ Use creative problem-solving & decision-making methods
- ▶ Improve your coaching and mentoring skills
- ▶ Give feedback to inspire greater performance with engagement and buy-in
- ▶ Identify and apply strategies to manage underperforming members of the team

MODULES

Lesson 1: Getting Started

- ▶ Workshop Objectives
- ▶ Expectations

Lesson 2: Leadership Defined

- ▶ Leading managing and Coaching
- ▶ The Definition of Leadership
- ▶ The Definition of Influence
- ▶ Leadership Characteristics
- ▶ Leadership Concepts
- ▶ Reflection

Lesson 3: Core leadership Theories

- ▶ Leading managing and Coaching
- ▶ The Definition of Leadership
- ▶ The Definition of Influence
- ▶ Leadership Characteristics
- ▶ Leadership Concepts
- ▶ Reflection

Lesson 4: LDP - Communication Styles

- ▶ Step One: Identifying your Style
- ▶ Activity: Increase your awareness and adaptability
- ▶ Step Two: Adapt your approach
- ▶ Reflection

Lesson 5: Leading with Emotional Intelligence

- ▶ The Visionary Leader
- ▶ The Coaching Leader
- ▶ The Affiliative Leader
- ▶ The Democratic Leader
- ▶ The Pacesetter Leader
- ▶ The Commanding Leader
- ▶ Reflection

Lesson 6: Leading with Emotional Intelligence

- ▶ The Situational Leader: Conversations
- ▶ The Situational Leader: Coaching
- ▶ The Situational Leader: Involvement
- ▶ The Situational Leader: Delegation
- ▶ Reflection

Lesson 7: Kouzes and Posner Theories

- ▶ Being the Example
- ▶ Sharing Inspirational Visions
- ▶ Challenge the Process
- ▶ Enable Others to Act
- ▶ Encouraging the Heart
- ▶ Reflection

Lesson 8: Teamwork and Collaboration

- ▶ The Benefits of Teams
- ▶ The 5 Dysfunctions of a team
 - ▶ Absence of Trust
 - ▶ Fear of Conflict
 - ▶ Lack of Commitment
 - ▶ Avoidance of Accountability
 - ▶ Inattention to Results
- ▶ How Successful Teams are Built to Last
- ▶ Reflection

Lesson 9: Understanding the Generations

- ▶ Traditionalists
- ▶ Baby Boomers
- ▶ Generation X
- ▶ Millennials (Gen Y)
- ▶ Generation Z

Lesson 10: Influencing Skills

- ▶ The Three Factors of Persuasion
 - ▶ Ethos
 - ▶ Pathos
 - ▶ Logos
- ▶ Cialdini's Five Principles of Influence
 - ▶ Reciprocation
 - ▶ Commitment and Consistency
 - ▶ Authority
 - ▶ Social Validation
 - ▶ Friendship
- ▶ Influencing by Building Rapport
- ▶ Reflection

Lesson 11: Problem Solving and Decision Making

- ▶ Problem Solving Defined
- ▶ The Four Step Process to Problem Solving
- ▶ The Tools to effective Problem Solving and Decision Making
- ▶ Reflection

Lesson 12: Being a Coach and Mentor

- ▶ What is Coach?
- ▶ What is Mentor?
- ▶ The G.R.O.W. Model Explained
- ▶ Goals in the GROW Model
- ▶ Where Should the Goals be Focused?
- ▶ SMART Goals Explained
- ▶ Reflection

Lesson 13: Giving Effective Feedback

- ▶ Types of Feedback
- ▶ 3 Stages of Receiving Feedback
- ▶ Feedback Delivery Tools
- ▶ Difficult Feedback
- ▶ Seeking Feedback
- ▶ Reflection

Lesson 14: Managing Underperformance

- ▶ Recognising underperformance and the reasons why
- ▶ Common Performance issues
- ▶ The Tools to help you when Managing underperformance
- ▶ Reflection

Lesson 15: Reflections

- ▶ Create an Action Plan
- ▶ Accountability = Action

WEB LINKS

- ▶ [View this course online](#)
- ▶ [In-house Training Instant Quote](#)
- ▶ [Public Classes - Enrol Now!](#)