

# € TRAINING

Leadership Skills for High Performing  
Directors





# Leadership Skills for High Performing Directors

## Introduction:

The Leadership Skills for High Performing Directors training program is a specialized initiative aimed at enhancing the capabilities of directors within organizations. Through targeted workshops, case studies, and interactive sessions, participants develop the essential skills required to excel in their roles.

## Program Objectives:

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

- Identify and leverage talent within the team.
- Demonstrate advanced leadership skills tailored for directorial roles, including strategic decision-making, effective communication, and team management.
- Implement innovative approaches to problem-solving and drive organizational growth and performance.
- Navigate complex business environments with confidence, leveraging their enhanced understanding of governance, risk management, and compliance.
- Optimize team flexibility and commitment.

## Targeted Audience:

- Directors across various industries and sectors.
- Mid to senior-level managers aspiring to transition into directorial roles.
- Individuals already serving as directors seeking to enhance their leadership skills.
- Board members seeking to strengthen their effectiveness in governance and strategic oversight.
- Professionals looking to advance their careers by acquiring director-level competencies.
- Executives responsible for overseeing specific departments or functions within their organizations.

## Program Outlines:

### Unit 1:

#### Teams and Their Leaders:

- Teams, leaders, and managers.

- Key leadership tasks.
- Influence, authority, and power.
- Leadership styles and style flexibility.
- Self-awareness.
- Emotional intelligence and rapport.

## Unit 2:

### Vision, Direction & Alignment:

- Creating a shared vision.
- Aims, objectives, and goal alignment.
- Developing meaningful objectives and indicators.
- Divergent approaches to problem-solving.
- Communicating a compelling vision.
- Delivering challenging messages.

## Unit 3:

### Team Dynamics:

- Team development.
- The sociology of the team.
- Characteristics of high-performing teams.
- Balancing team roles.
- Non-traditional team structures.
- Delegation and empowerment.

## Unit 4:

### Developing The Team:

- Learning and competence.
- Building a coherent team.

- Self-managing teams and their challenges.
- Coaching, mentoring and self-directed learning.
- Feedback and appraisal.
- Leveraging team strengths for peak performance.

## Unit 5:

### Performance & Conflict Management:

- Defining performance.
- Approaches to measuring team and individual performance.
- Performance through the eyes of the customer.
- Performance management: science or art?
- Conflict as a catalyst for team development.
- Dealing with challenging interpersonal relations.