€TRAINING

The Power of Leaders

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Introduction:

The "Power of Leaders" training program is a comprehensive initiative designed to empower participants with the knowledge, skills, and mindset necessary to become effective leaders in their respective domains. Through a combination of theoretical insights, practical exercises, and experiential learning, participants explore various aspects of leadership, including influence, decision-making, and team dynamics.

Program Objectives:

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

- Differentiate between leadership and management.

- Pinpoint their leadership philosophies and strengths through self-evaluations.

- Analyze different leadership theories with a focus on situational leadership.

- List the core skills of emotional intelligence EI.

- Explain the delegator and change agent functions of a leader.

Targeted Audience:

- Mid to Senior-level Managers.

- Aspiring Leaders and Emerging Leaders.

- Professionals seeking to enhance their leadership skills.

- Employees interested in personal and professional growth through leadership development.

Program Outline:

Unit 1:

Practices of Exemplary Leaders:

- Challenge the process.

- Inspire a vision.

- Model the way.

- Enable others to act.

- Encourage the heart.

- Explore the perennial question: nature or nurture.

Unit 2:

The Leadership Journey and Situational Leadership:

- Review major theories: Trait theories, Behavioral theories, The leadership grid.

- Understand situational leadership: theory and simulation.

- Assess situation maturity levels and levels of development.

- Identify the relationship between maturity levels and leadership styles.

Unit 3:

The Emotionally Intelligent Leader:

- Explore an overview of EI.

- Understand intrapersonal and interpersonal intelligence.

- Compare Emotional Quotient EQ versus Intelligence Quotient IQ.

- Apply the EI competency framework.

- Analyze the 18 EI competencies in practice.

- Brainstorm real-life examples.

Unit 4:

Leadership, Delegation, and Empowerment:

- Define delegation, its objectives, and rules.

- Identify delegation levels.

- Discuss why delegation is not popular.

- Establish guidelines for delegation.

- Explore decision-making styles in the Gulf.

- Define empowerment and its significance.

Unit 5:

The Leader as a Change Catalyst:

- Understand the nature of change.

- Explore Kotter's eight-step change process model.

- Recognize and address resistance to change.