

€ TRAINING

The Leadership Transition





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Introduction:

The Leadership Transition training program is designed to support leaders as they navigate transitions in their roles. Participants will learn strategies for managing change, fostering team continuity, and maintaining momentum during leadership transitions.

Program Objectives:

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

- Determine and make clear the behaviors and skills that must be displayed to advance to the next leadership position.
- Display the leadership qualities needed, especially those that pertain to managing others.
- Recognize the significance of building strong working relationships as a leader
- Improve their networking, stakeholder connections, communication, and personal presentation skills.
- Increase your self-assurance in your abilities to lead yourself, others, and the organization.

Targeted Audience:

- Executives transitioning into new leadership roles.
- Mid-level managers preparing for promotion to leadership positions.
- Leaders experiencing changes in organizational structure or responsibilities.
- Professionals seeking to enhance their leadership effectiveness during transitions.
- Organizations undergoing leadership changes or succession planning initiatives.

Program Outline:

Unit 1:

You as a Leader Development:

- Good management, adjusting styles to the demands of the people they will be managing.
- Changing from a peer to a leader Leadership behaviors.

- Qualities and abilities of a successful leader.
- Recognizing, establishing, and upholding authority.
- Business awareness of the "Bigger Picture".

Unit 2:

Leading Others:

- Encouraging the group to work toward goals and targets, offering support and criticism.
- Motivation from a corporate, personal, and leadership standpoint.
- Constructing SMART goals and performance standards.
- How to design tasks such that they adhere to organizational criteria.
- Problem-solving, delegation, and decision-making.

Unit 3:

Effective Working Relationships:

- Formal and informal working relationships.
- Internal and external contacts and relationships.
- Working with teams across the organisation.
- Emotional Intelligence.
- Building relationships with stakeholders.
- How our behaviours impact on others and how to act positively to demonstrate trust and respect for individuals.

Unit 4:

Developing Self-Confidence as a Leader:

- How to increase resiliency and control stress.
- Model for Resilience: Three Sources.
- Establishing a powerful network of allies.
- Action Planning and Personal Growth.

Unit 5:

Developing Personal Presentation and Communication Skills:

- How to prepare, deliver and answer questions about a presentation.
- Three keys to effective speaking:
 - Thorough preparation.
 - Good delivery.
 - Overcoming nervousness.
- Skills of giving feedback to the team and management.
- Communicating effectively with all stakeholders, internal and external to the organisation.