

€ TRAINING

Effective Leadership and Talent
Development Tools



4 - 8 November 2024
Lisbon (Portugal)



Effective Leadership and Talent Development Tools

REF: M112 DATE: 4 - 8 November 2024 Venue: Lisbon (Portugal) - Fee: 5940 Euro

Introduction:

This training program is designed to equip participants with essential skills and strategies for effective leadership and talent management. By mastering these tools and techniques, participants are empowered to lead with confidence, inspire their teams, and unleash the full potential of their talent pool.

Program Objectives:

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

- Understand that coaching and equipping, is one of the most important acts of leadership.
- Demonstrate enhanced leadership competencies, including effective communication, decision-making, and conflict resolution skills.
- Identify and nurture talent within their teams or organizations, fostering a culture of continuous learning and development.
- Implement practical tools and strategies for driving organizational success through effective leadership and talent management practices.
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- Optimize their organization personal productivity and personal enjoyment.
- Equip others with peak performance skills and develop pro-action plans.

Targeted Audience:

- Current and aspiring leaders across various industries seeking to enhance their leadership capabilities.
- HR professionals responsible for talent management and development initiatives within organizations.
- Managers and executives looking to improve their skills in identifying, nurturing, and retaining top talent.
- Professionals interested in fostering a culture of continuous learning and growth within their teams.
- Individuals committed to driving organizational success through effective leadership and talent development strategies.

Program Outlines:

Unit 1:

Strategic Equipping For Leadership:

- Understanding the evolving role of managers in leadership.
- Defining the essence of authentic leadership.
- Equipping leaders with skills for achieving excellence.
- Developing key competencies to foster organizational excellence.
- Exploring methods to unlock staff potential and talent.
- Acting as change agents to drive peak performance.
- Demonstrating the benefits of excellence for all stakeholders.

Unit 2:

The Manager as a Coach and Mentor:

- Defining coaching and its significance in leadership.
- Transitioning from a managerial role to that of a coach.
- Identifying qualities and attributes of effective coaching.
- Developing a personalized coaching model.
- Applying coaching techniques to enhance performance.
- Utilizing the GROW model for structured coaching sessions.
- Measuring and observing performance to provide feedback.

Unit 3:

The Coaching / Motivation Process and Skills:

- Influencing readiness for change and handling transitions effectively.
- Fostering personal commitment to change through motivation.
- Setting action-oriented performance goals.
- Enhancing time management and prioritization skills.
- Improving essential listening skills for effective communication.
- Establishing a cycle of continuous improvement.

Unit 4:

Putting Coaching & Counselling to Work:

- Understanding performers' agendas and subconscious motivations.
- Identifying barriers to progress and implementing appropriate adjustments.
- Coaching for the right performance attitude and empowerment.
- Leading by example and facilitating appreciation within the team.
- Embracing the coach's role as a facilitator of growth and development.

Unit 5:

Coaching for Decisive Action:

- Embracing coaching skills as integral to daily life.
- Practicing self-coaching for personal discipline and growth.
- Enhancing decision-making abilities through proactive leadership.
- Utilizing proactivity in relationships and persistence in performance.
- Applying learned skills at every organizational level for success.
- Cultivating essential qualities of effective corporate executive.