



THE TRANSFORMATIONAL LEADER COURSE [TLM-309]

Course description

This course will refine your skills and make you:

- A leader who inspires and fosters leadership among followers
- A strategic thinker and leader

Leadership is a critical skill that every manager and executive should possess to be successful in today's work environment. The most effective leaders can share their vision, raise expectations and create an environment of trust that enables followers to perform extraordinarily well and exceed targets, all the while viewing themselves as leaders in their own right. This is what is referred to as transformational leadership.

Every leader can be 'minted' into a transformational one. The skills and competencies needed to effectively lead teams, transform entire organizations, and achieve ambitious goals are not an inherent set of personality traits. They result from mastery of a specific set of skills essential to the success of leaders at many levels and in many fields.

This course will equip you with skills to develop leadership qualities that will help you build a winning strategy for your organization and also provide tools and skills to help you develop transformational leaders in your organization.

Who should attend

- Managers
- Directors
- Executives
- Others responsible for leading teams, overseeing projects, and developing new leaders
- People who are likely to take up leadership positions soon

What you will achieve

By the end of this course, you should be able to:

- Outline your role as a transformational leader
- Demonstrate practical skills in effective communication suitable for leadership
- Develop business strategy and strategic thinking skills
- Develop and identify Emotional Intelligence competencies

- Identify stages of change and explore how to overcome resistance to changes

Content

Day	Content
1	<ul style="list-style-type: none"> ✓ Introduction to the workshop ✓ Session 1: Transformational Leadership Skills <ul style="list-style-type: none"> ▪ Introduction to leadership ▪ The difference between leadership and management ▪ Transformational leadership ▪ Competencies of great leaders ▪ Leading younger generations - Generation X & Why ▪ The Delegation Continuum ▪ Case Studies
2	<ul style="list-style-type: none"> ✓ Session 2: Transformational Communication <ul style="list-style-type: none"> ▪ Factors Influencing Communication ▪ Job instructions and feedbacks ▪ Conducting effective meetings ▪ Body language ✓ Session 3: Emotional Intelligence (EI) <ul style="list-style-type: none"> ▪ EI Competences ▪ Understanding your emotions as a Leader ▪ Giving feedback the EI way ▪ Dealing with 'difficult' people ▪ Win-Win thinking ▪ Ways to improve your EI
3	<ul style="list-style-type: none"> ✓ Session 4: Strategic Thinking & Planning <ul style="list-style-type: none"> • What is strategy? • Approaches to strategy • Vision & Mission • Strategic thinking • Strategic analysis • Growing Leaders
4	<ul style="list-style-type: none"> ✓ Session 5: Leading Change <ul style="list-style-type: none"> • The key drivers of change today • Change management Vs change leadership
	<ul style="list-style-type: none"> • Overcoming resistance to change • The five psychological phases of change and their effective management

	<ul style="list-style-type: none"> • Best practice in change leadership • Supporting employees through change
5	<ul style="list-style-type: none"> ✓ Session 6: Shifting from networking to relationship building <ul style="list-style-type: none"> • Building true connections • Collaboration over competition ✓ Concluding remarks, action planning and wrap-up