

Transforming organisational performance

Leadership in Action Module

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Author: Margie Jarvis

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Leadership in Action Module

Part 1: Understanding Leadership	Part 2: Nurturing Effective Leadership
<p>Two Full Day Workshops (consecutive days)</p> <p>The Evolution of Leadership Theory Management and Leadership</p> <p>Transformational Leadership – the dimensions, benefits and pitfalls</p> <p>A balanced approach to leadership – how do we get it right?</p> <p>Leadership in Action – What does effective leadership look like?</p> <p>Leadership in Context – exploring leadership in your organisation</p>	<p>Two Full Day Workshops (consecutive days)</p> <p>Applying the dimensions of transformational leadership</p> <p>Working with 360 feedback</p> <p>Utilising constructive feedback</p> <p>Identifying effective practice</p> <p>Identifying areas of development</p> <p>Formulating a Leadership Action Plan</p> <p>Rating your own Leadership Effectiveness</p> <p>Leading your team – seeking feedback</p> <p><i>Following this session managers take away a 360 leadership tool that they distribute to a selection of respondents. Collated responses are analysed during Part 3.</i></p>
Part 3: Supporting Effective Leadership	Part 4: Sustaining Improvement
<p>One Full Day Workshop</p> <p>The Art of Coaching – This session looks to help delegates develop coaching skills to apply within the context of their leadership role.</p> <p>Coaching partners arrange to meet once per month for six months. (this is self-sustaining and does not require intervention from an associate) This coaching partnership allows delegates to focus on development areas identified from the 360 degree tool.</p> <p>One Full day Workshop</p> <p>Emotional Intelligence and Transformational Leadership – the relationship between the dimensions of transformational leadership and EI.</p>	<p>A Morning workshop</p> <p>Evaluating Coaching Partnerships</p> <p>Action Learning Sets</p> <p>An overview of Action Learning will be given during a half-day session.</p> <p>Action Learning Sets will be established. An associate from Avidus will facilitate the Action Learning sets.</p>

Expectations of Managers participating in the 'Leadership in Action' Module:

- To ensure a commitment to attend every development activity
- To be prepared to carry out pre and post course work as and when required
- To approach each development activity with clear objectives in mind
- To complete personal action diaries after each workshop
- To approach one-to-one coaching sessions with honesty and openness
- To approach the development activities with a desire to learn and improve practice

Objectives for the Module

- To explore the constructs of transformational and transactional leadership
- To explore the benefits of applying transformational leadership
- To establish common expectations of leadership effectiveness
- To reflect upon current leadership practice and behaviours
- To explore the benefits and implications of 360 degree reviews

By the end of the module managers will be able to:

- Articulate the dimensions of transformational leadership and determine how it can be applied in the workplace
- Identify the beliefs and behaviours of transformational leaders and appreciate the benefits and drawbacks of adopting this style
- Demonstrate knowledge of the distinguishing factors of transformational and transactional leadership and identify situations when application is appropriate
- Define their approach to leadership and prioritise actions necessary for them to adopt a transformational approach
- Critically analyse their leadership effectiveness and identify areas for improvement
- Predict how transformational leadership can assist them in addressing some of the challenges that they face in their organisation
- Openly seek and accept feedback from others on their leadership effectiveness
- Convert feedback on their performance into a realistic action plan
- Support colleagues in developing their leadership capability through sharing of ideas, coaching and collaboration
- Clarify the impact they as individuals have on those around them and utilise this knowledge to inform leadership behaviours
- Synthesise the learning throughout the module in order to improve performance



Module Fee includes:

- ✓ High quality venue and lunch for full day workshops
- ✓ Professional and extremely competent workshop facilitators
- ✓ Highly competent facilitator for Action Learning Sets
- ✓ High quality venue and refreshments for Action Learning Sets
- ✓ Use of a unique 360 tool and recording mechanism
- ✓ Course Materials
- ✓ Ongoing and unlimited telephone support
- ✓ Seven full day workshops
- ✓ Six three hour Action Learning Sessions

If you are interested in knowing more about this open programme in relation to costs, dates, geographical locations and availability, then please drop us an email or call.

Avidus Associates advocates that leadership talent can be nurtured through a variety of interventions. We appreciate the benefits of making provision for a variety of learning interventions that cater for the different learning styles of individuals. We promote a practical approach to learning and pride ourselves on providing interventions that are inspirational and sustainable.