



# LEADERSHIP EFFECTIVENESS

ARISTOTLE ACADEMY

*Do you have responsibility for leading, or leading within, your organisation?  
Are your people achieving their potential?  
What would an increase in your team's motivation mean to you?*

## Approach

This course focuses on the role of a leader. Management guru Peter Drucker suggests “we manage things, and lead people ” which reflects the essence of this training. Leaders need to be flexible, to meet the different challenges in different situations, involving different people.

This training is experiential, with theory, input and insights, sharing best practice supported by group discussions, role plays, reflection and practical action planning sessions.

## Key Topics

- The Seven Questions Model
- Performance Management
- Managing Expectations
- Motivation The Power of Delegation

## Training Objectives

At the end of the programme, you will be able to:

1. Identify and communicate your purpose, values and the top goals of the organisation.
2. Clarify performance expectations with their people.
3. Identify the competency requirements and capabilities of your people.
4. Clarify the key measures of performance.
5. Encourage and increase the confidence for your team.
6. Gauge and improve levels of commitment & accountability in your team.
7. Develop reinforcement strategies to motivate people.

*“Leadership Impact means thinking like a leader regardless of your job, delivering on commitments, and being a role model for others. All leaders demonstrate passion for their work, process & performance and care about the people in the organisation.”*

## Duration

Two Days

If you would like to discuss any one of our programmes  
please call on +44(0)7803 299337 or email: [info@craighilesconsulting.com](mailto:info@craighilesconsulting.com)



# LEADERSHIP EFFECTIVENESS

ARISTOTLE ACADEMY

## Programme Schedule

### Day One

#### Introduction & Welcome

- Programme Objectives
- Personal Objectives (Pre-work)
- Management Versus Leadership

#### The Seven Questions Model

#### Purpose, Values & Goals

- Key Results
- Execution
- Developing Followership

#### Competence & Capability

- Logical Levels of Performance
- Identifying Competencies
- Development Plans

#### Clarifying Performance Expectations

- Identifying Expectations
- Performance Management
- Giving & Receiving Feedback

#### Measuring Performance

- Lead, Lag & In-Time Measures
- Building Measures
- Reporting

#### Personal Action Planning

Reflection, Discussion, Action

### Day Two

#### Welcome Back...

Review Day One

#### Confidence & Trust

- Building Confidence
- Creating Ownership
- Developing Trust

#### Commitment & Accountability

- Gauging Commitment
- Developing Commitment
- Developing Accountability

#### Motivation

- Identifying Motivators
- Reinforcement Strategies
- Levels of Empowerment

#### The Power of Delegation

- The Opportunity
- Levels of Initiative
- Delegation Tools

#### Personal Action Planning

Reflection, Discussion, Action

If you would like to discuss any one of our programmes  
please call on +44(0)7803 299337 or email: [info@craighilesconsulting.com](mailto:info@craighilesconsulting.com)