



Leadership Excellence Workshop

“A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be.” Rosalynn Carter

Hardy Alexander
Executive & Sales Coach





Program objectives

Facilitate a 2-day leadership workshop to introduce the concepts of 'Exemplary Leadership' that will enable people managers become aware of the attitudes and behaviours needed for creating a high performance environment.

DESIRED OUTCOME

Participants will develop both insights and a working knowledge of implementing the following at workplace:

- Identify 'personal values' and its impact behaviour
- Clarify a 'shared vision' to get higher team commitment
- 'Manage change' at workplace
- Develop 'coaching conversations' to enable team members
- Give and receive feedback

5 Principles of Exemplary Leadership

1. MODEL THE WAY

2. INSPIRE A SHARED VISION

3. CHALLENGE THE PROCESS

4. ENABLE OTHERS TO ACT

5. ENCOURAGE THE HEART



Session flow

DAY - 1 (PRE-LUNCH) 10:00 AM - 01:00 PM

High Performing Team Characteristics

- What team members need to succeed?
- What skills are expected from leaders?

#1: Model the Way

- Taking ownership for own actions
- Clarifying Company & Personal Values
- Developing the art of story-telling
- Seeking

DAY - 1 (POST-LUNCH) 02:00 PM - 06:30 PM

#2: Inspire a Shared Vision

- Visualise functional / departmental vision
- Create a 'Vision Board' based on the visualisation

#3: Challenge the Process

- Why change initiatives fail? Role of Leaders and Team Members
- Why change is important? (Watch the Movie: Who moved my Cheese)



Session flow

DAY - 2 (PRE-LUNCH) 09:00 AM - 1:00 PM

#3: Challenge the Process (Continued)

- Change Curve and support needed by team members to deal with change
- ADKAR Model of implementing change

#4: Enable Others to Act

- Flexing management styles while delegating tasks
- Understand why coaching is important
- Introduce the GROW Model of Coaching
- Role-plays to practice coaching

DAY - 2 (POST-LUNCH) 2:00 PM - 04:00 PM

#5: Encourage the Heart

- Use 'appreciation' to influence team members

Developing Personal Action Plan

- Closing action planning for change

Facilitated by **Hardy Alexander**
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**THANK
YOU**