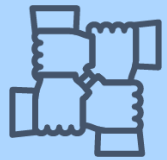




People Leadership Development

Session 1 Workshop

Getting Started: Why We're Here...



Improve
leadership skills



Gather leadership
insights



Engage in
discussions

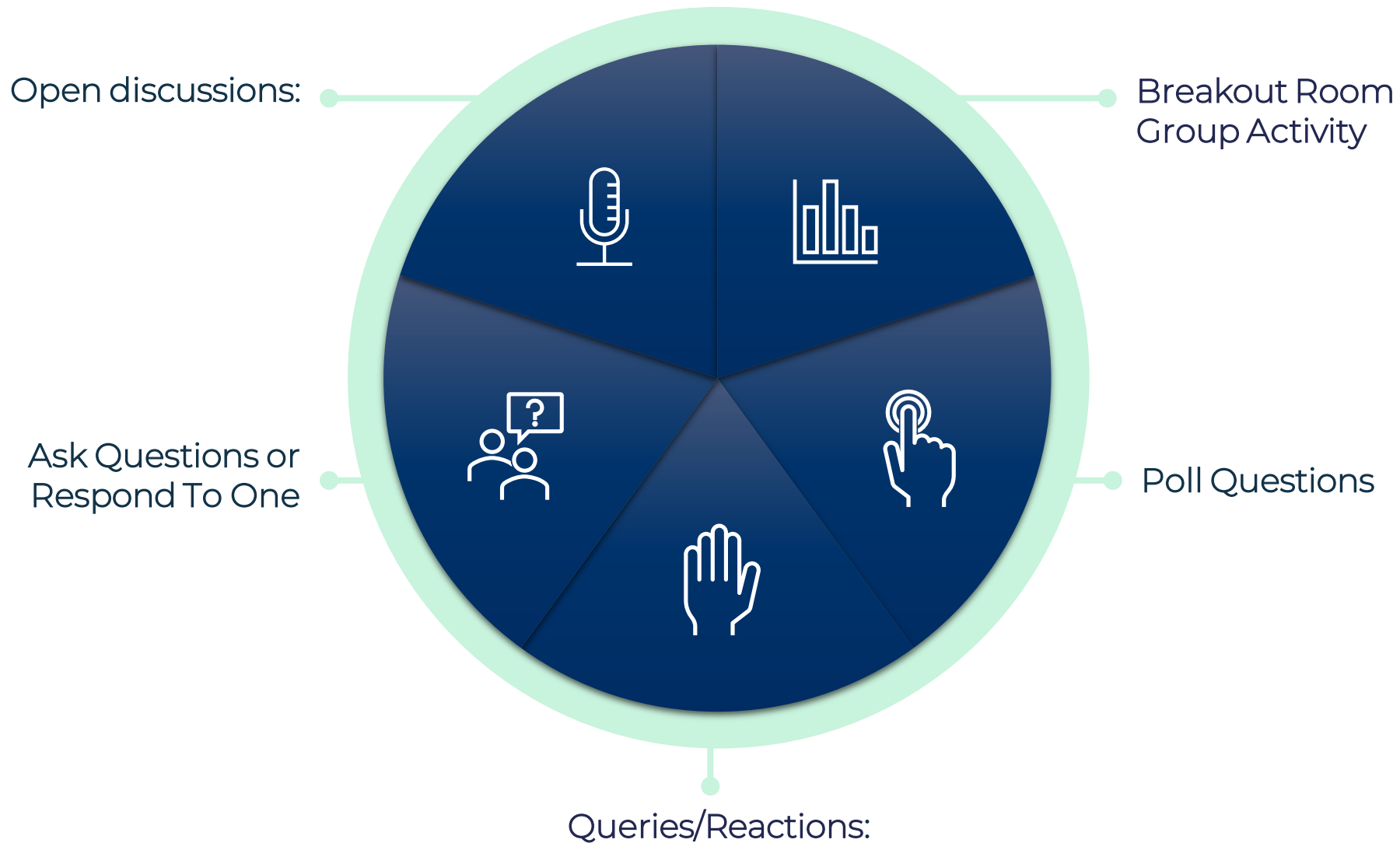


Identify best
practices

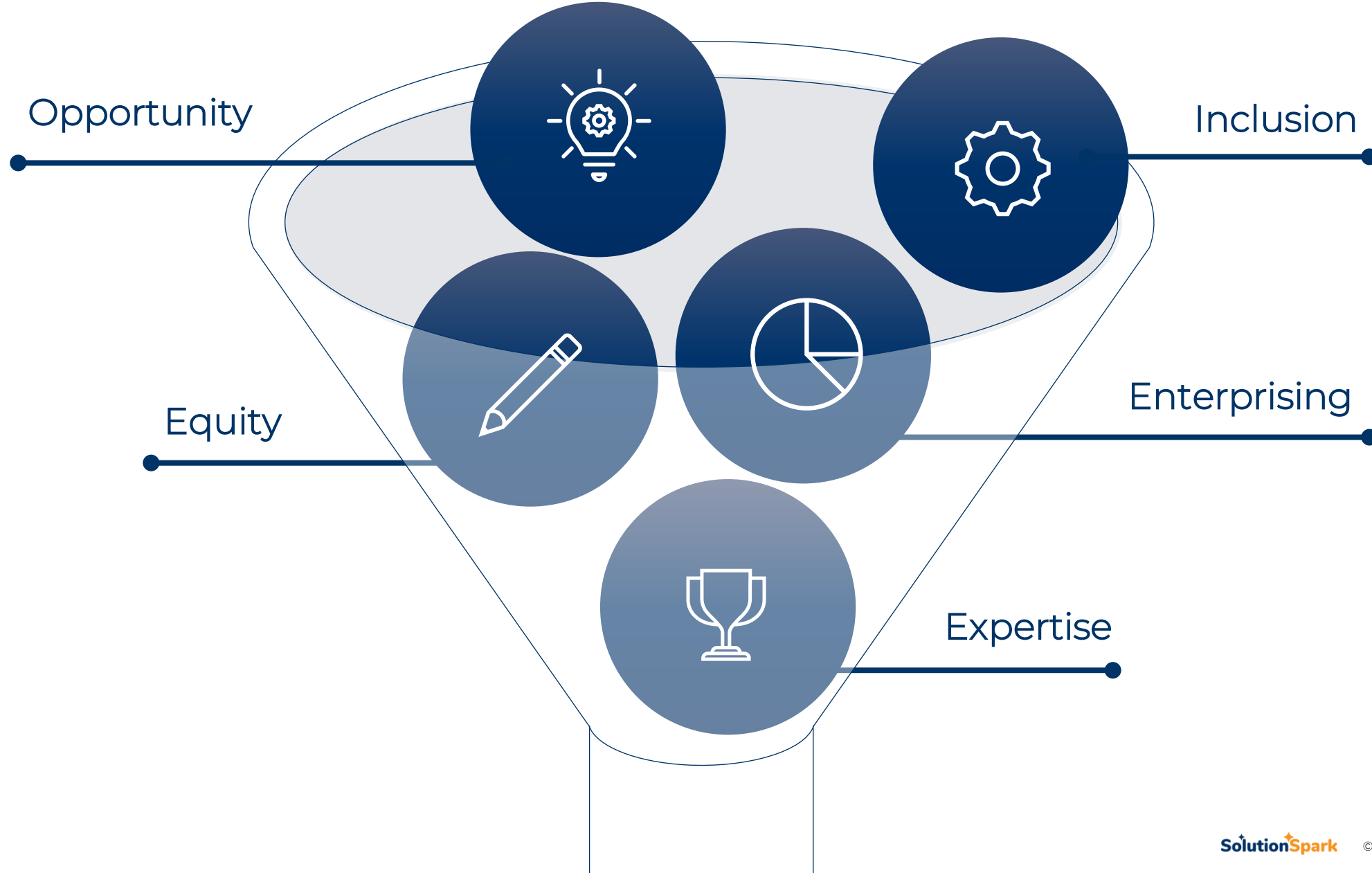


Engage in
activities

Getting Started: Engagement Tools



Organizational Values



Objectives



Difference between
managing and leading



Outline of the six
leadership competencies



Skill assessment of first two
competencies



Application of strategies in first two
competencies



Cohort Lead Introduction



The cohort leads in this leadership development program:

- Coordinate with their cohorts for various activities.
- Represent their group in discussions.
- Collaborate with their group to exchange ideas and insights on leadership skills, both within and beyond workshop sessions.

Activity: Icebreaker



1. Unmute and provide your name, role, department, and length of service with the organization.
2. In your breakouts, build a camaraderie by sharing more about yourselves — favorite music, book, hobby, interests, family and so on.



Leading Effectively

Difference between a Manager and a Leader

MANAGER



VS

LEADER



Managers are responsible for overseeing the day-to-day operations of a team or organization.

In addition to being great at managing, leaders inspire teams toward a shared vision.

Different Leadership Styles



Autocratic: The leader makes decisions without consulting team members



Transformational: The leader inspires and motivates their team members



Charismatic: The leader has a compelling vision and personality



Situational: The leader adapts their style to suit the needs of the situation

Democratic: The leader actively seeks input and ideas from team members

Transactional: The leader focuses on achieving specific goals through a system of rewards

Bureaucratic: The leader adheres strictly to rules, policies, and procedures

Coaching: The leader focuses on developing the skills and abilities of their team members



Let's hear from you...

- Which leadership style is most suitable for your role?
- Why do you think this style of leadership is beneficial for your role?
- How will the outcome change if you practice this leadership style?



Thoughtful Leadership

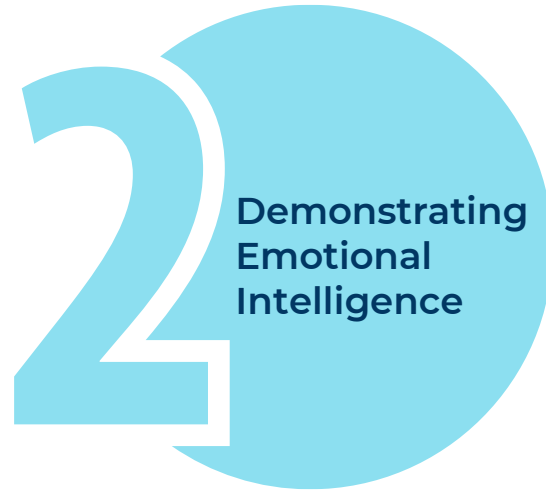


Thoughtful **leadership** is a combination of democratic, transformational, charismatic, and coaching leadership.



Leadership Competencies

Six Leadership Competencies

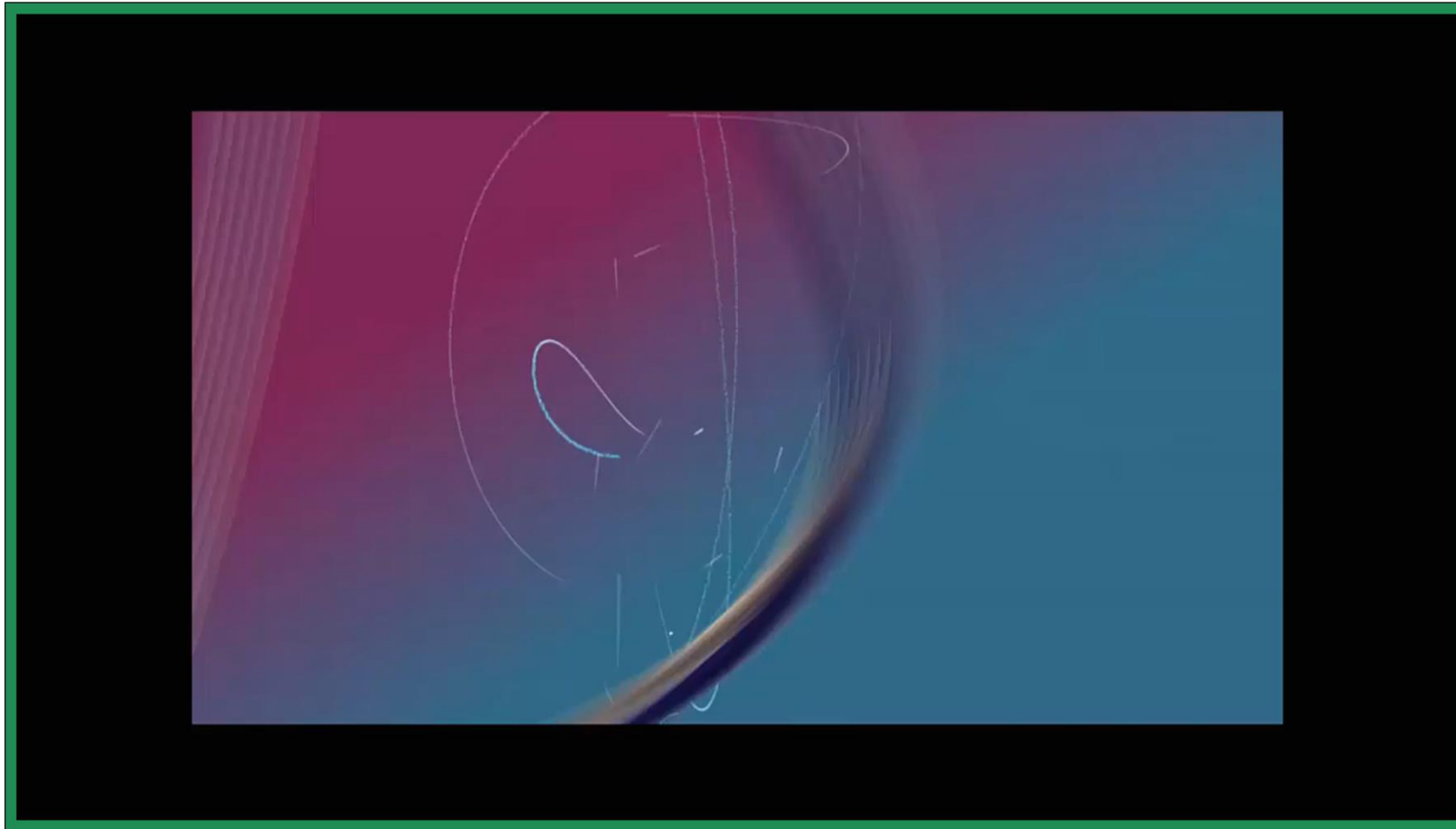




Competency #2

Demonstrating Emotional
Intelligence

Video #1: Missing EI?





Let's hear from you...

- What struck you about the conversation?
- How does lack of attention impact the conversation in the video?
- If someone showed less or no interest in your conversation, what would be the long-term effect?




Defining Emotional Intelligence



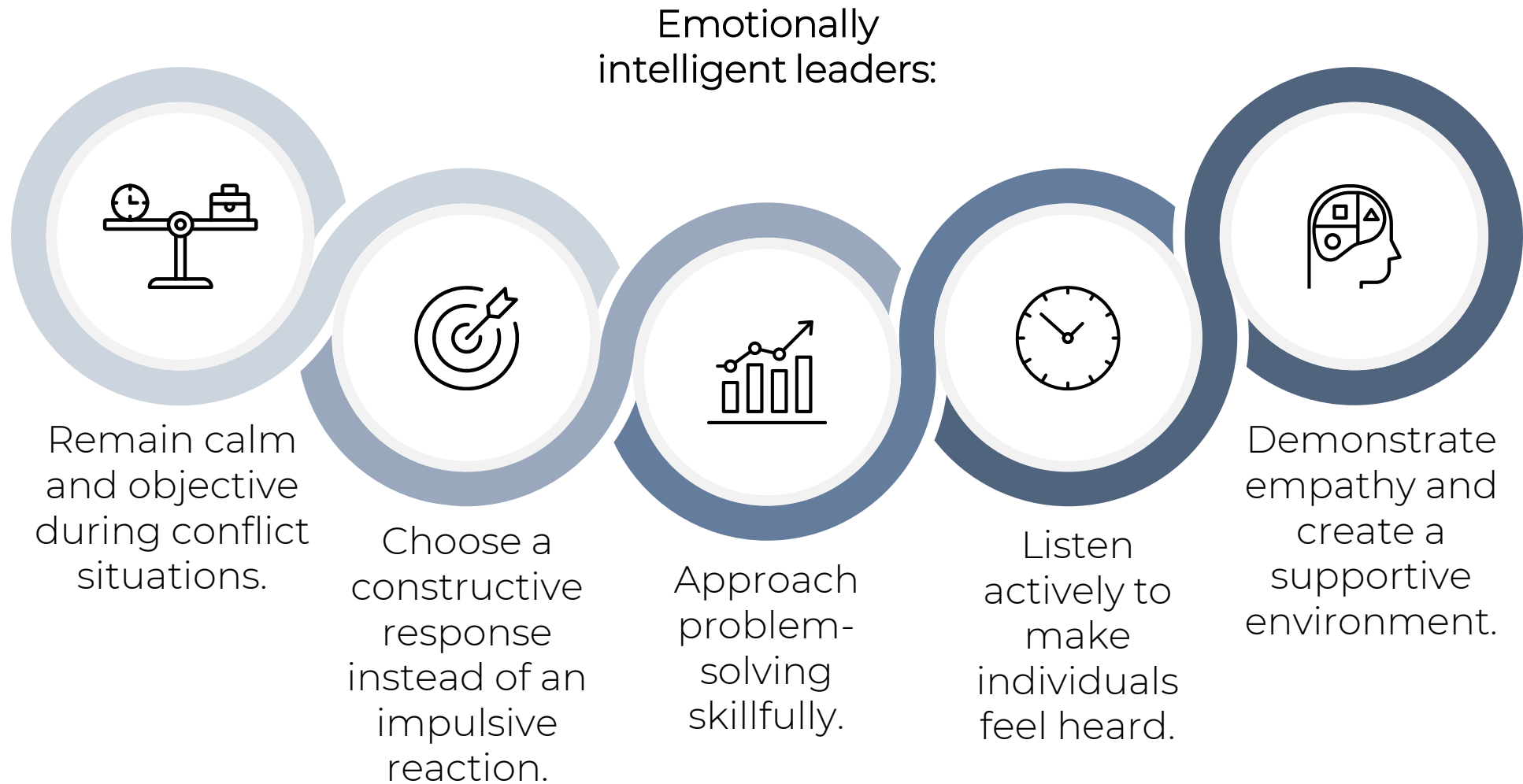
Emotional intelligence is the ability to perceive, interpret, demonstrate, control, and use emotions to communicate with and relate to others effectively and constructively.

Importance of Emotional Intelligence

EI helps in connecting better with people, motivating them to be their best, and improving working relationships.

A photograph of three people standing on a mountain peak, silhouetted against a bright sunrise. They are raising their arms in celebration. The background shows a vast mountain range under a cloudy sky.

Role of EI in Leaders to Resolve Conflicts



Poll Question



Which aspects do you believe are the key components of EI in today's dynamic work environment?
Choose more than one option.

- Self-awareness
- Self-regulation
- Focus
- Empathy
- Social skills
- Technical proficiency
- Micro-management
- Authoritarian leadership



Components of Emotional Intelligence



Components of Emotional Intelligence



Self-awareness: The ability to recognize one's own emotions and how they affect one's thoughts and behavior



Social skills: The ability to build and maintain positive relationships with others



Focus: The ability to stay focused on achieving one's goals despite distractions



Self-regulation: The ability to control one's emotions and impulses, conduct oneself with grace, and stay calm and focused in challenging situations



Empathy: The ability to understand and empathize with the emotions of others



The Scenario and Goal

- **Scenario:** As the team lead of a tech company nearing the completion of a groundbreaking software product, you observe that despite the team's dedication, technical challenges have caused delays and lowered morale. Though no conflicts have emerged, the tight timeline has induced stress.
- **Goal:** Recognizing the importance of addressing the team's emotional well-being, you aim to navigate these challenges effectively.



Group Activity #1: Harnessing Emotional Intelligence for Leadership Excellence



Breakout Activity (30 minutes)

Enhance emotional intelligence (EI) by applying the relevant EI skills—self-awareness, focus, empathy, social skills, and/or self-regulation—to a scenario.

Step 1: Skill Deep Dive (10 minutes): Using the EI Skill Overview document, each cohort recaps and summarizes their understanding of each of the EI skills.

Step 2: Scenario Analysis and Skill Application (15 minutes): Each participant in the cohort takes up the given scenario one by one, identifying the EI skills that the leader can use to get the project and team members back on track. The cohort lead, along with the group, votes to select the required EI skills and notes strategies and examples of how each EI skill can be applied by the leader in the said scenario.

Step 3: Reflection and Commitment (5 minutes): Each participant:

- Reflects on the activity's insights and identifies one EI skill to improve leadership effectiveness
- Writes a personal commitment on how to plan and integrate this EI skill into daily interactions, focusing on a specific, upcoming opportunity where they can apply it

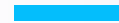


Key Point



The components of emotional intelligence are foundational to address all situations, positive and negative.

Remember that developing and enhancing emotional intelligence skills can be beneficial for individuals and organizations alike.



Demonstrating Emotional Intelligence: Key Takeaways



Take a moment to reflect and share...

- Take a minute and identify 2–3 actions you are going to take back to demonstrate emotional intelligence effectively.
- What will you do to connect better with people in your organization?



Wrap-Up

Conclusion



- Do you feel confident you can recognize key differences between managing and leading?
- Can you identify the impact of being able to “communicate effectively,” and “demonstrate emotional intelligence”?
- Were you able to assess your unique skills and challenges in the two competencies?
- Did you discover at least one strategy you could apply to your professional development in these competencies?

Reminder

Over the next week, work on the commitments you wrote out in the group activities.



Key Point

“ When we remember that **people** are at the heart of what we do as leaders, then we can enjoy **success** as a result. ”

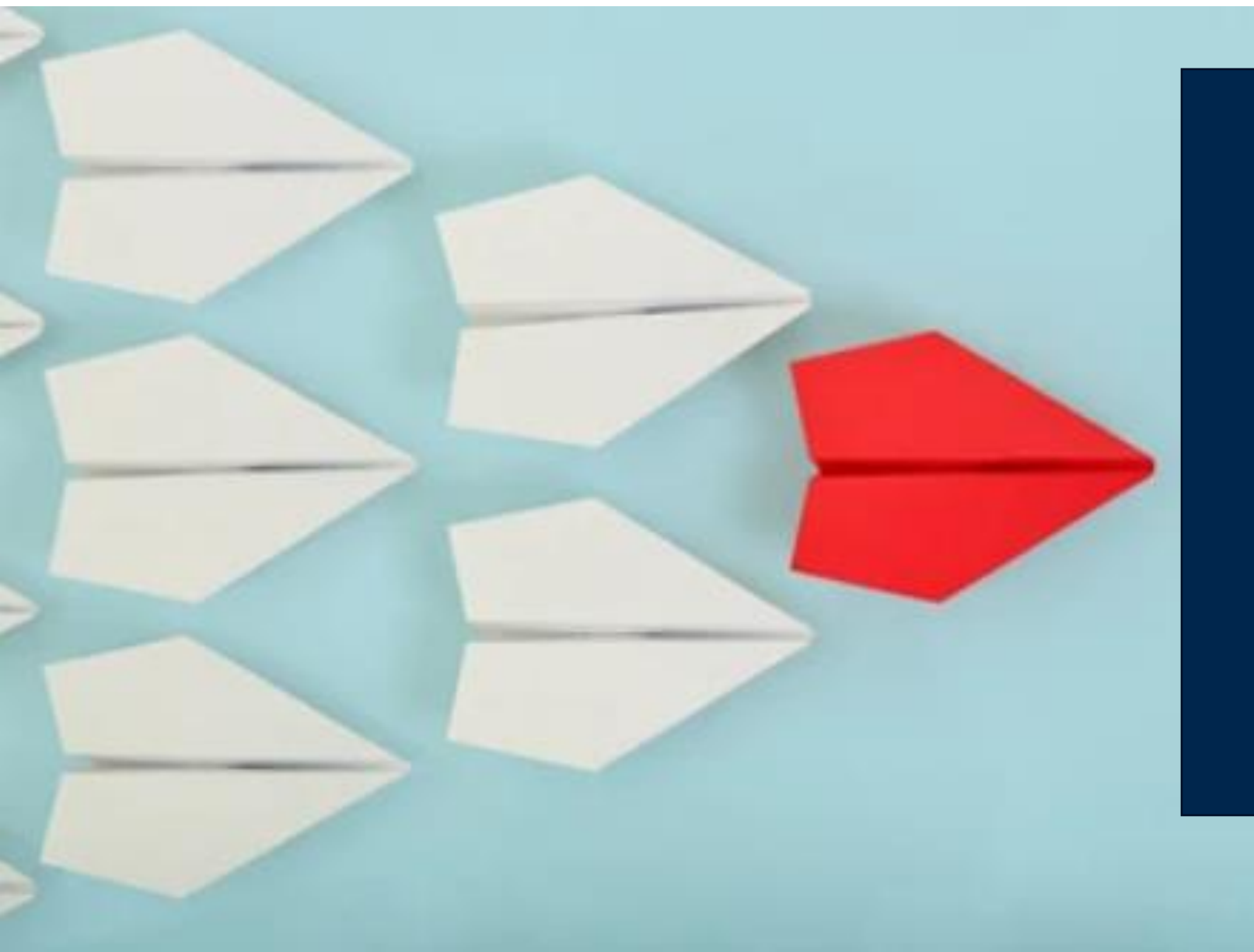


Reminder:

Apply your learning at work!



Coming Up Next



“Motivating Teams” and “Coaching and Leading Teams.”

- Increased team engagement
- Improved team performance
- Enhanced collaboration
- Development of talent
- Positive organizational culture



THANK YOU

THANK YOU