

Executive Leadership Program: Transformational Leadership 2.0

How do leaders continue to lead and transform an organisation?
What takes a leader to support and nurture high performing teams?
Agile vs. fixed: Which mindset better suits a leader and Why?

Introduction

The critical element that differentiates successful leaders is the application of effective interpersonal and influencing skills. Effective leaders help to get work completed, and also contribute to staff motivation and individual job satisfaction. True leaders never sit back on their laurels. As they continue to develop themselves to become the leader they want to be, they learn to embrace opportunities to reinvigorate and ensure continued high-impact leadership. This breakthrough transformational leadership program is designed for top management so they can be confident and astute in the face of team challenges and conflicts.

In this Transformational Leadership, participants get to explore their hidden psychology traits and behaviour in managing the organisation plus team using NLP and psychometrics tools. They will learn how to scale their leadership skills to a greater level through enhanced relationships with stakeholders and colleagues, having more agile communication styles, elevated leadership that inspire instead of instruct and fortifying commitment which in turn increases productivity.

This is a practical and interactive 3 days 2 nights organisational and leadership transformation programme which focuses on strategic leadership development, nurturing leadership skills and qualities, elevating sense of belonging, critically developing the right mindset, alongside the organisation's values plus fundamental skills to effectively implement and manage transformation in the workplace. The programme also covers how to subjectively motivate the participants through the change process. This workshop focuses on four important Khalifa core values which are SIDDIQ, FATHANA, AMANAH and TABLIGH.

Duration

3 days 2 nights

Programme Objective

This programme aims to:

- Develop strategies to recruit and retain the best possible people for your team
- Explore communication strategies, barriers to communication and relationship building to increase your effectiveness working with other
- Explore emotional intelligence research and experience validating its importance as a critical factor in personal and business success
- Discover effective techniques to reconcile your personal work objectives and those of your team, manage appraisal interviews and effectively coach, counsel and mentor

- Learn how to take responsibility for your own personal development, and negotiate learning and development plans for you and your team
- Explore the changing characteristics of today's workforce and understand how to engage employees effectively
- Discover how to create and maintain an environment that supports and nurtures high performing teams, through effective communication, motivation, conflict resolution and leadership

Learning Outcomes

The following fundamental NLP skills will be acquired in this program:

Reframing – the ability to create an alternate way looking at a situation by changing its meaning

Anchoring – the ability to add a specific external event to an internal experience

Rapport Building – the ability to build instant and deep in communication

- Become more efficient leaders and appreciate the uniqueness of each employee
- Appreciate the importance of attitude within them to be successful in the workplace
- Boost organisation productivity through healthy corporate culture
- Have a better holistic sense of belonging attitude towards the organisation
- Change their current mindset and approach towards serving people (Khalifa)
- Apply suitable ethics and organisational values into their job scope and during customer interaction - internally and externally
- Identify ways they can help team members cope with the change

Who Should Attend:

CEO, Senior Managers, Team Leaders, Head of Departments or staff of any level in the organisation who is interested to develop leadership skills

Methodology

- Face to face training for the modules
- Learning via lecture, audio visuals, role-plays, quizzes, gamification activities/games
- Review and Apply Learning Concepts
- Interactive presentation and micro discussions
- Feedback and evaluations (Pre and Post Assessment)

Program Outline

9.00 am- 9.10am	Ice-breaking & Programme Introduction
9.10am – 10.20 am	Module 1: Traits Every Successful Leader Must Have Participants learn the traits every successful leader needs to possess and without them leaders can become burnt out, fail in completing tasks, team members become spiteful and are continuously against you and the organisation, which in turn brings about loss of respect and the incompetence to lead a team
10.20 – 10.30 am	Pre-Test & Score
10.30 - 11.00 am	Tea Break and Networking
11.00 am – 1.00 pm	Module 2: Communication Personality Affects Leadership Now the participants get to further understand their personality which matches with their communication skills. They get to learn on intrapersonal and interpersonal skills and intelligence, EI vs. IQ: Which is more superior and finally on significant Emotional Intelligence. From this, they would learn about their true strength, weaknesses and gap for improvement in their current leadership styles, qualities and skills
1.00 – 2.00 pm	Lunch Break and Solat Zohor
2.00 – 3.30 pm	Module 3: The Impact of Emotional Intelligence (EI) Participants understand the way emotional intelligence works, which makes a measurable difference to productivity as a leader as it is related to contemporary workplace variables: productivity and performance, interpersonal relationship, leadership capability, influencing power, sales performance, teamwork, customer service excellence and job satisfaction.
3.30 – 4.00 pm	Tea Break and Networking
4.00 – 5.30 pm	Module 4: The Need of Leaders with High IQ in the Organisation Participants learn about developing high self-awareness elements: Self-regard; assertiveness; independence; empathy; social responsibility; stress tolerance; impulse control; flexibility; problem-solving; optimism, happiness and resilience. Besides assertiveness, active listening and appropriate questioning techniques are taught. Most importantly the participants differentiate between traditional supervision vs. team leading in the emotionally-intelligent organisation.

<p>9.00 am – 10.30 am</p>	<p>Module 5: Emotional Excellence in Connecting and Leading Others Now the participants are made to deeper connect and understand people’s deepest needs. Being an effective leader, the role of stewardship is to have various top notch people skills in minimizing workplace conflicts, reading people accurately and having the power of influencing them. Besides, effective people skills in persuading others and managing self and managing relationship with others are great leadership attributes</p>
<p>10.30 – 11.00 am</p>	<p style="text-align: center;">Tea Break and Networking</p>
<p>11.00 am – 1.00 pm</p>	<p>Module 6: Managerial Leadership This module is on the changing characteristics of the organisation and ways leaders engage their staff in this. Furthermore, exploration of this topic will help to understand psychological vs. employment contracts, consider diversity, equality and generational influences, lead through empowerment and understand situational leadership models</p>
<p>1.00 – 2.00 pm</p>	<p style="text-align: center;">Lunch Break and Solat Zohor</p>
<p>2.00 – 3.30 pm</p>	<p>Module 7: Transformational Leadership As a versatile leader, management of one’s people skills is a key point to achieve excellent leadership. Participants are exposed to transformational servant leadership mentorship, innovative leadership and value-based leadership to manage their teams commendable and effectively. Besides, they are required to develop an action plan</p>
<p>3.30 – 4.00 pm</p>	<p style="text-align: center;">Tea Break and Networking</p>
<p>4.00 – 5.30 pm</p>	<p>Module 8: Problem Solving and Decision Making Leaders are valued based on the problems that they are able to solve promptly and effectively. Here, participants improve their problem-solving abilities by understanding better the process or the flow of the mind in solving problems which will encompass becoming aware of the issue, looking for the root cause, ways to gather information, generating and deciding on the best solution. Implementation planning and taking action plus evaluation of the result will help the participants become better decision makers</p>

9.00 – 10.30 am	<p>Module 9: Performance Management</p> <p>Performance management is an integrated system of policies, procedures and interventions used to better the performance of individuals and teams. Here, participants learn how to manage work performance which will touch on understanding the aims and objectives of performance management systems, development of performance goals, managing staff appraisal interviews and negotiating a learning and development plan. This is to support their team members in identifying their abilities and needs</p>
10.30 – 11.00 am	<p>Tea Break and Networking</p>
11.00 am – 1.00 pm	<p>Module 10: Giving Feedback & Reflection</p> <p>This module touches on the participant’s demonstration on giving and receiving criticism constructively, explaining how to minimize defensiveness as a leader and in the team. Besides, they are made aware and known of their own specific coaching strengths and identify their weak spots to be able to demonstrate the coaching Model in order to deliver and profit from peer feedback. Before the end of the session, participants are made to reflect on their leadership elements and come up with a proactive headship action plan blueprint for their individual departments</p>
1.00 pm	<p>Post Test, Score, Group Photo session</p>
<p>End of Programme</p>	