



COURSE OUTLINE: BUILDING TRANSFORMATIONAL LEADERSHIP CAPABILITY

Driving high performance through leading self, leading others and leading change

Overview (why you need this)

In this highly volatile and increasingly challenging global age of business, with accelerated change and relentless competition the norm, leadership excellence is critical for a sustainable competitive edge. Transformational leadership aligns and focuses performance on value-adding contributions through engaged and energised teams, unified by a shared vision and set of organisational values, to create a high performance organisational culture.

This intensive and high impact workshop is designed to develop transformational leadership competencies and personal effectiveness through the development of self-leadership, leadership of others and change leadership.

Optional extra: Online multi-rater leadership competency assessment – a powerful diagnostic tool offering structured self-assessment, colleague and team member feedback of your leadership strengths and development opportunities.

Outcomes (what you will get)

This highly intensive workshop is designed to enable leaders to build, not command, excellence by providing knowledge, skills and process tools to build understanding and capability across all dimensions of leadership:

- Self-Leadership - the journey starts with the foundation of leadership effectiveness, self-leadership or personal mastery. To be an effective leader (of yourself, your family or in the workplace) you need to be effective as an individual.
- Team Leadership – the single biggest factor impacting a team's performance is its leader and the leader's ability to create a high performance, continuous learning and improvement culture.
- Change Leadership – arguably the most critical of all the leadership competencies in the 21st century owing to globalisation, competition and accelerated technological innovation.
- Transformational Leadership – inspiring commitment to the vision and strategic direction by creating meaning through alignment, engagement and empowered team members.

Outline (what you will learn)

Module 1 Personal Leadership	Module 2 Team Leadership	Module 3 Change Leadership	Module 4 Transformational Leadership
<ul style="list-style-type: none"> • Personal leadership context • Power of awareness & choice • The 4 intelligences • Emotional intelligence • Managing time, energy and wellness • Finding purpose and meaning • Meta-competencies • Developing a PDP • Transformation and change 	<ul style="list-style-type: none"> • Team effectiveness models, effective vs. ineffective teams • High performance team success factors • 7 principles of teamwork • Team development cycle • Purpose, vision & goals • Team learning & team roles • Personality styles • Managing conflict 	<ul style="list-style-type: none"> • Culture as a vehicle of change • The change cycle • Leadership vision & commitment • The psychology of change • Change plans, roles & resources • Stakeholder identification and management • Capacity for change • Sustaining the change 	<ul style="list-style-type: none"> • Strategic business context • Business vision, strategy, goals • Business value chain • The changing world of business • Business case for leadership • Characteristics of leaders, leadership competency model • Engagement • Building my personal leadership brand

Approach (how you will learn)

Our workshops are customised to suit the specific needs of our clients. In general, our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

Target audience (who needs to attend)

The Catalyst leadership development framework is pitched at all levels of leadership, from emerging to executive leaders, who wish to gain the practical insight, knowledge, skills, and confidence needed for improved leadership effectiveness.

For more on Catalyst Consulting, see: www.catalystconsulting.co.za