

Leadership Essentials

Duration: 1 Day

Course Description:

Are you the carrot or the stick? Do you leverage on rewards and incentives to lead people to performance, or do you penalize or intimidate them in order for them to comply?

Unfortunately, this transactional type of leadership is becoming less effective today especially when we need to lead people without authority. In addition, the non-personal type structures to make people follow you like processes, service level agreements and control systems have fallen short in making people do the extra mile. Leadership trends have shifted strongly to the power of influence. Leaders have to draw out passion, commitment and inspiration in order to make the team members aspire the goals and direction of the organization. We cannot give what don't have. By practicing Transformational Leadership, we develop others in reaching the highest Maslow's motivational level- Self-Actualization.

Course Objectives:

- To embrace being role-models in the organization through Personal Leadership and Personal Effectiveness
- To know and practice the Situational Leadership Styles such as Delegating, Supporting, Coaching and Directing

- To know more about situational leadership where leaders can adjust their approach in handling their people

Course Outlines:

1. Introduction

- Trends in Leadership
- Evolution of Leadership
- The Carrots and Sticks
- Internal and External Motivation

2. The Different Leadership Styles

- Visionary
- Coaching
- Pace-setting
- Affiliative
- Democratic
- Commanding

3. Situational Leadership

- What is situational leadership?
- Supportive / Relationship Behavior
- Four Styles of Leadership Behavior
- Follower Readiness and Follower
- Development Level

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