

LEADERSHIP DYNAMICS

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This programme can be tailored

Leadership Dynamics

2–3 day programme incorporating experiential challenges

OVERVIEW

- Defining your context & authenticity
- Assessing your management strengths and limitations
- Setting clear goals & objectives – the Levels of Effectiveness
- Management styles – learning to adapt to the context
- Inspiring & motivating the team
- Delegation & work management – assessing your team, scaling development & individual contributions
- Meetings, coaching & giving feedback
- Full, accurate report & feedback on your communication capabilities

OBJECTIVES

1. Clarify management priorities
2. Strengthen personal identity & impact
3. Develop a clear sense of role
4. Pinpoint traits for development
5. Enhance communication capability across different, relevant contexts
6. Heighten commitment to & expectations of people, results, innovation & development

RESULTS

More effective management of goals
Greater self-awareness & confidence
Organisational skills to motivate others
Improved communication & adaptability
A focus on continuous improvement
A commitment to people development

TOOLS

Management assessment questionnaire
Analysing your team – the Team Wheel
A personal behavioural report with suggestions and action plans
Team Manual Roadmap

CONTENT:

1. What makes you a manager & a leader? Coming into a new team; being promoted to manage your team
2. The Levels of Effectiveness – how to re-focus your personal brand, clarify your purpose and review leadership values
3. Developing your own identity – being part of the team and being part of management
4. Setting goals & objectives. Clarifying direction and managing expectations
5. Running effective meetings – setting the agenda, getting involvement, ideas and commitment
6. Connecting with your team & others – creating interaction for results – the Insights Discovery tool
7. Adapting your management style – dealing with changing and challenging situations
8. Understanding behaviour – how to connect, inspire and develop authentic adaptability and influence
9. Motivating & inspiring. Handling conflict & differences within the team
10. Coaching & delegating – setting parameters, developing initiative and motivation action
11. Managing yourself & priorities – being effective and efficient; handling changing priorities; delegation
12. Stakeholder management and analysis

Participants complete the Insights Discovery evaluator online prior to attendance on the programme. An individual comprehensive report is produced providing feedback on the following topics:

- » General overview of the person's main characteristics
- » Decision making & other attributes
- » How they prefer to communicate with others
- » How they prefer others to communicate with them
- » Strengths and limitations in their preferred style
- » How to handle people of opposite type to them
- » A team wheel charting the team member's positions

1:1 FEEDBACK ON INDIVIDUAL REPORTS WITH GUIDANCE ON MANAGEMENT DEVELOPMENT & ACTION PLANS