

Synergy *Greek: synergos – working together...of two or more agents to produce an effect greater than the sum of their individual effects*

LEADING THE TEAM

2024

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This programme can be tailored

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LEADING THE TEAM

2–5 day programme incorporating experiential leadership challenges

FEATURES

- ✓ Defining your context & authenticity
- ✓ Assessing your leadership strengths and limitations
- ✓ Setting a vision & objectives – the power of Values & the Levels of Effectiveness
- ✓ 8 Leadership styles – learning to adapt to the context
- ✓ Inspiring & motivating the team
- ✓ Assessing your team, charting attributes, roles & contributions
- ✓ Meetings, coaching & giving feedback
- ✓ Full, accurate report & feedback on your communication capabilities

OBJECTIVES

1. Clarify leadership priorities
2. Strengthen personal identity & impact
3. Develop a clear sense of mission
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

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

LEADERSHIP FOR RESULTS

CONTENT:

1. What makes you a leader? Developing your own identity
2. Assessing current & future scenarios – developing a vision
3. The Levels of Effectiveness – setting objectives – using values & behaviour to implement your goals
4. Connecting with your team & others – creating interaction for results – the Insights Discovery tool
5. Eight styles of behavioural leadership – how to become more adaptable to changing situations
6. The Insights Team Wheel – team attributes & contributions
Assessing your team, blending roles & capabilities
7. Defining competence – the key criteria for measuring your capability in your context
8. Leadership in action – Planning, Leading, Organising, Controlling – creating the right environment
9. Experiential challenges to test your capability
10. The leader as coach and delegator
11. Handling conflict and differences – maximising attributes
12. Building a plan for the future

Participants complete the Insights Discovery evaluator via the Synergy5 website prior to attendance on the programme. An individual comprehensive report and [if required] 360 summary from colleagues 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
- » A description of their 'opposite type'
- » 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 LEADERSHIP DEVELOPMENT & ACTION PLANS