

Leadership Excellence for Senior Management

COURSE DETAILS

Delivery Type: Virtual Instructor-Led
Duration: 3 Days

COURSE CONTENT

To maximize performance and foster a healthy environment, senior managers must also motivate others, nurturing and utilizing the distinctive skills of each team member. This course may earn a Credly Badge.

COURSE OBJECTIVES

After completing this course, students will know how to:

- Use wisdom and understanding to lead others
 - Deliver constructive critiques to your staff
 - More effectively coach and mentor your staff
 - Develop new managers
 - Better motivate your staff
 - Navigate organizational politics
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COURSE OUTLINE

1 - Leading Others

- Comparing Vertical and Lateral Hierarchies: Leading in Different Structures of Command and Control
- Leveraging Your Organization's Structure
- Knowing Your Employees – Developing Empathy
- Beginning with the End in Mind and Back-Casting to the Desired Future State
- Setting S.M.A.R.T. Goals
- Earning Your Team's Trust with Honesty, Reliability, Availability, and Openness

2 - Strategies for Course Correction

- Lighting a Fire: Motivating, Guiding, and Inspiring
- Resolving Conflict: Forcing, Accommodating, Avoiding, Compromising, and Collaborating
- Changing the Script: Trusting Your Team, Empowering Delegation, Celebrating Success, and Building & Reinforcing Your Team
- Defining Team Roles and Creating a Balanced Team

3 - Effective Coaching and Mentoring

- Providing Clear and Timely Feedback
 - Creating a Supportive Environment
 - Building a Mentorship Plan - Mentoring for Success
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4 - Training New Managers

- Preparing, Developing, and Supporting New Managers
- Defining and Building Competencies
- Documenting Best Practices while Rewarding and Emulating Effective Managers
- Encouraging a Peer Network

5 - Motivation

- Understanding the 8 Level Hierarchy of Needs
- Managing Across Generations
- Applying the CARE Model

6 - Organizational Politics

- Being Politically Savvy, Ethical, and Effective
- Building Political Intelligence
- Understanding the Landscape

7 - The Big Picture

- Thinking Through the Elements of Management
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WHO SHOULD ATTEND

Mid- and upper-level managers looking to hone their senior management skills