

# Leadership and Team Development for Managerial Success

19 - 20 , 2009  
Hilton Park,

## Course Aim

### **Get leadership skills for managers to inspire and influence your people to achieve team goals!**

Managers who will be promoted are the ones who not only manage efficiently but also lead their teams effectively. Developing leadership skills is crucial. Learn how to work in a horizontal mode of operation – apply a consistent theory in leading your team – and teach critical leadership skills to members of your team, so each and every one of them can lead the team in your absence.

## Course Objectives

This programme will teach the following skills:

- Understand leadership skills for managers to know when to manage and when to lead your team
- Assess your leadership behavior and determine the best style to generate results
- Clearly visualize your goals and communicate them to your team
- Work in a horizontal mode of operation instead of managing only one piece of the process
- Develop a high-performance team by first developing leadership skills
- Use effective communication to motivate and coach
- Understanding leadership style and the situation
- Emphasizing the importance of vision in aligning team performance
- Integrating your leadership and managerial
- Examining the leader's role as motivator and coach
- Distinguishing the four team types
- Exploring the principles that make teams work
- Diagnosing work-teams: a work-team simulation
- Define Keys Aspects of Leadership and Teams that Are Used throughout the Course with Particular Emphasis on the Importance of Leadership Behavior

## Target Audience

New managers, team leaders and business professionals interested in acquiring effective leadership skills for managers.

## Trainer/ Instructor Profile

Nick Christelis is the dynamic and knowledgeable chief executive of Nick Christelis & Associates.,  
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which is based in South Africa. As a performance management consultant he has an internationally acclaimed reputation as a facilitator, trainer and speaker. Clients include VOLKSWAGEN (S.A.), UNISYS (U.K.) and HILTON HOTELS (Global). He is a regular speaker at the American Society for Training & Development International Conference, and in 1998 presented a paper on "Self-Management of Emotional Intelligence in the Workplace". He lectures on the Joint Management Development Programme, sponsored by big business in South Africa and the HEC School of Business in Paris. He sits on the board of the TOURISM INVESTMENT CORPORATION in South Africa and at government level he has presented extensive training for the Department of Education and Training. Countless employees, businessmen, managers and directors have benefited from Nick's innovative, practical and dynamic training and presentations using the latest learning methodology. These techniques not only create an impression *during* the lectures but weeks, months, years and throughout people's working lives. "The delegates were talking about nothing else for days afterwards!" said R. Sullivan of Bakers Ltd. "The training your organization has provided over the years is the most effective I have yet seen" adds Ken Graham of Unisys S.A.

## **Course Outline**

### **1<sup>st</sup> Day**

**Wednesday, 19 October, 2009**

**08:00-16:15**

**08:00 ó 10:30**

- Differentiate Management & Leadership
- Demonstrate three Leadership Styles
- Discuss When and How to Use Each Style

### **Visionary Leadership**

- Describe the Importance of Vision
- Align the Organization and Team to the Vision for Maximum Adaptability

**10:30 ó 10:45**

**Coffee**

**10:45 ó 13:15**

### **Leadership Skills**

- Pinpoint and overcome personal barriers to Leadership
- Organizational challenges to Managerial leadership
- Discuss how to avoid common managerial leadership pitfalls

**13:15 ó 14:15**

## **Lunch**

**14:15 ó 16:15**

### **Think Strategically**

- Understand the Importance of Systems Thinking
- Diagram an Organizational Impact Map
- Create a mission statement for your work unit

### **Vision Statement**

- Create a Vision Statement for your Work Unit
- Explain Why and How to Run Your Career as a Business
- Demonstrate at Least Five Ways to Enhance your Credibility with your subordinates and Senior Management

## **2<sup>nd</sup> Day**

**Thursday, 20 October, 2009**

**08:00-17:30**

**08:00 ó 10:30**

### **Leadership Style**

- Diagnose Your Leadership Style and Apply the Most Effective Leadership Style to a Situation
- Identify the Most Effective Leadership Style for Team Situations

**10:30 ó 10:45**

### **Coffee**

**10:45 ó 13:15**

### **Individual and Team Motivation**

- Develop the Keys to a Motivated Workforce Using Appropriate Intrinsic and Extrinsic Motivators
- Identify Appropriate Intrinsic and Extrinsic Motivators

**13:15 ó 14:15**

## **Lunch**

**14:15 ó 16:15**

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## Coaching

- Prepare for and Apply Appropriate Techniques to Coaching Situations
- Craft Effective Coaching Messages

## Building a Team

- Describe the Characteristics of, and Develop the Skills to Facilitate, Effective Teams
- Identify the Stages of Team Development and to Learn the Importance of Leader Facilitation of the Development Process

## Discussion and Close.

### **Meeting Information:**

Venue: Hilton Park, Nicosia

### **Participation Fee**

Initial Cost:	€ 795
HRDA Subsidy:	(€ 266)
<b>Net Cost per Participant</b>	<b>€ 529</b>

The programmes\* have been approved by the HRDA. Enterprises participating with their employees who satisfy HRDA's criteria, are entitled to subsidy.

