

Leadership Excellence for Senior Managers | 3 Days

Senior managers have unique demands placed upon them. They need to be able to lead the leaders – offering guidance, critiquing performance, and mentoring their team – while also identifying and developing new managers. To maximize performance and foster a healthy environment, senior managers must also motivate others, nurturing and utilizing the distinctive skills of each team member.

WHO SHOULD ATTEND:

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

JOB ROLES:

Personal Development
Leader of Teams/Projects
Leader of Managers/Departments
Leader of Organizational Strategy

OBJECTIVES:

- 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

COURSE OUTLINE:

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
Setting S.M.A.R.T. Goals
Earning Your Team's Trust

Strategies for Course Correction

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

Effective Coaching and Mentoring

Providing Clear and Timely Feedback
Creating a Supportive Environment
Building a Successful Mentorship Plan

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

Motivation

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

Organizational Politics

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

The Big Picture

Thinking through the Elements of Management

We Ensure Personal & Professional Growth Through:



TOPIC-SPECIFIC, REINFORCEMENT MATERIALS TO ENRICH YOUR JOURNEY

eBooks, On-Demand Courses, Quick Videos,
Personal & Team Assessments, Tools & Templates.