

“ENGAGING LEADERSHIP” TRAINING

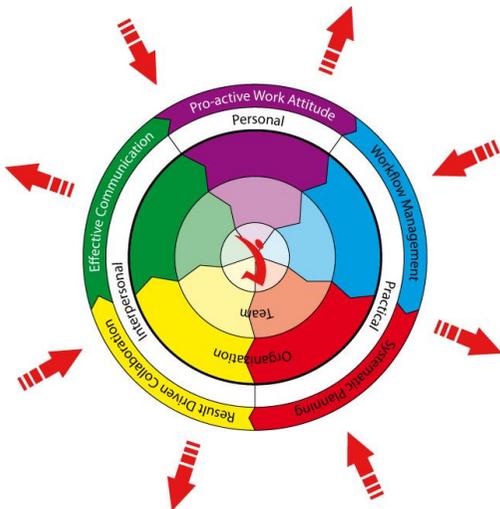
Better business performance through staff satisfaction

It is essential for every organisation to engage their employees. Engaged employees are not just committed, they are not just passionate or proud, they have a line-of-sight on their own future and on the organisation's mission and goals. They are enthused and in gear, using their talents and discretionary efforts to make a difference in their employers quest for sustainable business success. To achieve this, ensure that your managers/supervisors are engaged and that they understand how to help and engage their team members.

OUR SOLUTION

The “Engaging Leadership” programme is based on our Proficiency® concept which is central in all our training programmes. In the “Engaging Leadership” training we focus on 3 of the 5 Proficiency® competencies:

1. Pro-active Work Attitude
2. Result Driven Collaboration
3. Effective Communication



In “Engaging Leadership” the participants learn how to take responsibility for their role as a manager/supervisor and to choose a management style that fits each team member, themselves and their work environment. It gives them a better understanding of who they are, how they (inter)act and the implication of their actions on the surrounding.

LEARNING OBJECTIVES

The training results in:

- Better insight in personal behaviour
- Knowing how to be present for direct reports
- Knowing what to do to show that you care and are sensitive to others' states
- Knowing how to encourage people
- Knowing how to be committed to be correct in engagement with others
- Knowing how to give proper feedback and develop team members

CONTENT OF THE TRAINING

The participants will be guided through the following two steps:

Step 1 “Who am I?”

- Self assessment
- How do other people see you?
- What is my leadership style?
- Who are my role models?

Step 2 “The Key Managerial Skills”

In step 2 we focus on our PEER model: being Present, Empathetic, Encouraging and Rigorous. This model will help the participants to build their leadership engagement capabilities.

Being PRESENT

Engagement is not something we can multi-task. Direct reports need complete attention and know when you are distracted. The energy we bring into interaction determines the energy of the response we get. We focus on: What is being present? How is your presence in general? What does it mean being present? What do you need to do to be present?

Being EMPATHETIC

Being empathetic means that you show you care, that you are sensitive to others' states and express your feelings for the situation of the other. When you know and acknowledge your people and their feelings, they feel more motivated, work more productively, and are more likely to stay. In this topic we focus on; What is empathetic for you? Who is empathetic in your environment? How important is body language and facial expression? How to make rapport?

Being ENCOURAGING

What inspires you and what inspires the people around you and how can you achieve that? Topics being discussed are; What is encouraging for your team and individual team members? What are the different encouragements you can use? When to use what? What are the stages of team development?

Being RIGOROUS

Be committed to be correct rigorous in your engagement with others. There are several things which you can do to be correct: be honest, be authentic and be specific. We look at different situations where you could have been more honest. We discuss: What

is being correct? Who is correct in your environment? Are you always correct? What Leadership is needed for each of your direct reports? How to deliver and receive feedback?

THE TRAINING STRUCTURE

The uniqueness and the strength of The “Engaging Leadership” training is the combination of 1) a personal intake, 2) a one-day workshop and 3) a personal coaching session. Through this combination the programme will be more sustainable and valuable for the organisation and you.

The program is very practical, highly enjoyable, energizing and interactive. We use different didactic tools and theory is alternated with individual and group activities. Participants will be asked to exchange their personal experiences to learn from each other.

NOMINEES

The “Driving Employee Engagement” programme is suitable for employees at different levels in the organisation who are responsible for a team.

This training is organised by:



Mastering the art of work

For more information call: +65 6400 7091 or send an email to: info@digneconsult.com.sg