

## Leader in Practice-level 1

### Overview

In our increasingly complex world, understanding the practice of leadership is critical. In simpler words, it is the practice of influencing people to meet the challenges that will enable them to achieve important individual and organizational goals. This course provides a foundation for leadership practice and aims to take you on a journey of self-discovery. You will also gain insight into building inner stability and develop your leadership skills.

The course builds upon your experiences and aims to enhance your capacity to lead with and without authority, across boundaries, and from any political or organizational position. The course will also enable you to learn important leadership skills, clarifying the relationships among key concepts such as definitions of leadership, self-management, authority, power, influence, politics, negotiations, change management, decision-making, and various leadership styles.

### Course Objectives

#### By the end of the course, participants will be able to:

Develop an understanding of oneself and build inner stability

Gain insights into leadership styles and leading downwards

Understand the biases that impact communication and leaders' decision-making capability

Understand the art of leading upward and sideways

### Target Competencies

#### Leadership and Self-Management

Identify your personal leadership strengths and areas for improvement

Recognize the behavior patterns that limit your effectiveness as a leader and formulate strategies to address these.

Leadership and management - Are they different? How?

Personal and organisational values.

Creating and communicating organisational values.

Leadership styles and your role in leading organisational values.

Exploring your role as a manager/leader.

Empowerment, trust and ethical leadership.

Personal energy, beliefs and positive commitment.

Leadership styles and achieving organisational objectives.

Making an impact.

## **Leading a High Performing Team**

Appreciate your personal communication style and how it affects your ability to lead and motivate others  
Understand the stages of team development and the leadership skills required of you at each stage.

## **Having Effective Leadership Conversations**

Identify how difficult conversations arise and how they can be used to build better relationships and create a collaborative culture

Use practical techniques for having 'difficult' conversations to manage performance, resolve conflict and negotiate improved outcomes

## **Strategy and Decision-Making**

Apply strategic thinking techniques in your workplace

Communicate strategies and change transparently.