Leadership & Management Path

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,  
  Limiting Delegation, Celebrating Success, and  
  Building & Reinforcing Your Team  
Effective Coaching and Mentoring  
  Providing Clear and Timely Feedback  
  Creating a Supportive Environment  
  Building a Successful Mentorship Plan

Training New Managers  
Preparation, 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.

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