

Inspiring Leadership



The importance of inspiring leadership

Ineffective leadership is one of the primary causes of a disengaged workforce, low employee morale and unwanted employee turnover. Our program is underpinned by the concept of 'individualised consideration'. You will learn how to effectively engage and motivate individuals according to their capabilities, temperament, and with consideration of the different situations and tasks they encounter.

Participation will give you the skills to:

- ▶ Engage and connect authentically to build trust and grow levels of influence
- ▶ Harness employee talent, expertise and passion to drive superior outcomes
- ▶ Implement robust and consistent performance discussions specific to individual needs and abilities
- ▶ Act as role model and champion of effective communication and positive team function
- ▶ Motivate outstanding performance by providing comprehensive, consistent and genuine constructive feedback and praise
- ▶ Engage employees across a diverse range of skills, abilities and backgrounds.

Program information

This is a one day program. The program challenges participants to review their preferred mode(s) of leadership, and to recognise the shortcomings and strengths of different leadership styles. The program provides participants with a balance between theoretical knowledge and practical steps to building inspirational leadership behaviours. The program is highly interactive, including individual and group exercises, as well extensive opportunity for the practice and reinforcement of skills and concepts introduced.

Program content

The attributes of an inspirational leader

- ▶ Interpersonal attributes of an outstanding leader
- ▶ Components of successful leadership
- ▶ Understanding the demands and expectations of inspirational leaders.

Environmental impacts on leadership

- ▶ Setting goals, values and concepts
- ▶ Determining roles and relationships
- ▶ Building culture and climate.

Leading in a diverse organisation

- ▶ Recognising the need to remove biases and stereotypes that impair leadership
- ▶ Leading across diverse demographic groups.

Transformational versus transactional leadership

- ▶ Characteristics of each style
- ▶ Recognising the strengths and shortcomings of each.

Situational leadership theory

- ▶ Understanding your leadership response style
- ▶ Directive and supportive leadership
- ▶ Adapting leadership to suit the 'situation'
- ▶ Matching leadership style to development level.

Increasing performance potential

- ▶ Steps for developing high performers
- ▶ Shifting from directing to delegating
- ▶ Importance of individualised consideration

Providing constructive performance feedback

- ▶ Rules for providing feedback to improve outcomes
- ▶ Maintaining and strengthening relationships by providing feedback in an assertive and influencing style.

Praise and recognition

- ▶ Understanding the impact of constructive praise
- ▶ Initiating a comprehensive process of praise and recognition
- ▶ Tailoring praise and recognition to suit the individual

Bramwell solutions
Be **Inspired**

For more information:

P: 03 9395 5259

M: 0437 681 564

E: info@bramwellsolutions.com.au

W: www.bramwellsolutions.com.au