

THE PILLARS OF LEADERSHIP

This program explores appropriate use of all 6 Leadership Styles (Visionary, Democratic, Affiliative, Coaching, Pacesetter and Command) and the Emotional Intelligence (EQ) competencies that give them effect:

- Self-awareness
- Self-regulation
- Courage
- Transparency
- Empathy
- Assertiveness
- Innovation

The program is **activity based to allow participants to explore and discover for themselves the principles of effective leadership and the benefits of collaboration and innovation.**

Pre-work – includes: finding examples of people who inspire and reflection exercises that encourage participants to consider their leadership.

The workshop:

- Defines leadership and positions Leadership and Management as different but complementary skills. It introduces leaders to the 3 forms of mastery necessary to lead: Personal Mastery; Interpersonal Mastery; Professional Mastery
- Identifies the importance of leadership to an organisation and clarifies the role of leaders in helping the organisation achieve its objectives.
- Provides participants with an opportunity to reflect on their choice to become leaders and think through what the decision to lead means for them – so that people base their choice on a realistic understanding of what leadership involves but also appreciate that, on balance, leadership is a positive and exciting option
- Explores, through an experiential activity, what gives effect to credible and effective leadership and inspires others to follow. Participants explore for themselves and reach their own conclusions about the leadership behaviours that help and hinder their ability to engage and inspire others and impact results – short and long term. Self-awareness of what participants want to stand for as a leader is enhanced
- Defines and explores the relevance to leadership of each of the EQ competencies listed above, positioning them as the enablers of great leadership
- Provides exercises and sessions to allow participants to discuss the EQ competencies as they see them utilised by themselves, their peers, and others.
- Introduces the 6 Leadership Styles and explores the appropriate application of each and their impact on organisational climate
- Aligns each of the EQ competencies to the 6 leadership styles so participants appreciate how EQ is the enabler for coaching, affiliative and democratic leadership styles and creating a collaborative and innovative culture
- Assigns self-awareness reflection tasks and formulation of a 90 day plan to identify strengths and weaknesses with these leadership attributes.