

LEADERSHIP DEVELOPMENT TRAINING

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COURSE LENGTH: 2.0 DAYS

A good Singaporean leader will have a positive effect on the attitude, behavior and productivity of those they lead. A great leader must be able to switch between the various types of leadership styles to inspire and engage others, set precise goals and be an inspirational role model.

The PD Training 2-day Leadership Training course provides those in leadership positions with the insight, awareness and techniques to lead more effectively. Learn crucial skills like creating and communicating a vision, using appropriate body language, giving formal and informal feedback, the art of persuasion, creative problem solving and decision making, encouraging personal and professional growth and much more.

This Leadership training course can be delivered at your premises anywhere in Singapore by one of our expert local or international trainers.

Contact us today for a [group quote](#).

LEADERSHIP DEVELOPMENT TRAINING COURSE OUTLINE

FOREWORD

The PD Training Leadership Development Training Program in Singapore has been highly praised by our business clients as effective leaders are now seen as evolving into their positions rather than being born into them. Great leaders have been traditionally viewed as “mythological creatures”, separate from the rest of humanity and empowered by some mysterious quality that guides them on their path towards inevitable success.

However, the modern view is that through patience, persistence and hard work, anyone can become a highly effective leader. The responsibility is on us to believe and make it happen. That is the reason why Executive Leadership Development is so highly sought after by most successful companies.

Leadership development comes from within us, in the sense that deeply held values and principles provide the roadmap for the way we lead and therefore the way other people respond to our leadership. Hence it is important that a Leader must first understand one’s own value systems before communicating those values to others. This is an integral part of our management training program as it is of critical importance to have true self-awareness before you can lead and manage others.

The primary role of a leader also requires a thorough understanding of the team’s needs, aspirations and concerns, so it is important to have excellent listening and facilitation skills as well as highly developed abilities to coach and mentor.

This Leadership and Influencing Skills Training Program will teach you that effective leadership starts with a thorough understanding of oneself, which then allows you to support and lead others towards stated organizational goals.

OUTCOMES

Leadership Training - Day 1

- ▶ Understand the role of a leader, their traits, how are they different to a manager
- ▶ Look beyond the common leadership stereotypes
- ▶ Learn how your personality traits interact with your leadership styles
- ▶ Understand what Leading with Emotional Intelligence (EI) is and choosing the best approach
- ▶ Understand and Apply Situational Leadership
- ▶ Understand and apply the 5 practices of exemplary leadership
- ▶ Increase the performance of your team through developing team spirit

Leadership Training - Day 2

- ▶ Get the most out of your team by understanding the generational differences
 - ▶ Influence with passion and empower others to act by using rapport building techniques
 - ▶ Use creative problem-solving & decision-making methods
 - ▶ Improve your coaching and mentoring skills
 - ▶ Give feedback to inspire greater performance with engagement and buy-in
 - ▶ Identify and apply strategies to manage underperforming members of the team
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MODULES

Lesson 1: Getting Started

- ▶ Welcome
- ▶ Expectations
- ▶ Leading, Managing and Coaching
- ▶ Defining Leadership and Influence
- ▶ Characteristics of a Leader
- ▶ Core Leadership Theories
- ▶ Reflection

Lesson 2: Your Personality Style and Leadership

- ▶ REACH Profile Review
- ▶ Personal Style Markers
- ▶ Leading Dimensions
- ▶ Profile Interactions
- ▶ Reflection

Lesson 3: Leading with Emotional Intelligence

- ▶ Relationship Management and Influence
- ▶ Emotional Honesty
- ▶ Reflection

Lesson 4: Leadership Flexibility

- ▶ Situational Leadership
- ▶ Matching: Leadership Style to Development Level
- ▶ Reflection

Lesson 5: Trust

- ▶ Building Trust
- ▶ Trust in MY Team
- ▶ Reflection

Lesson 6: Encouraging Teamwork

- ▶ Lessons from Geese
- ▶ What the Leader Can Do
- ▶ Reflection

Lesson 7: Influencing Skills

- ▶ The Art of Persuasion
- ▶ The Principles of Influence
- ▶ Influencing by Building Rapport
- ▶ Bridging the Gap
- ▶ Watching and Listening
- ▶ Reflection

Lesson 8: Problem Solving and Decision Making

- ▶ Define the Terms
- ▶ Four Step Problem Solving Process
- ▶ Defining the Problem
- ▶ Reflection

Lesson 9: Coaching and Mentoring

- ▶ Coaching
- ▶ Mentoring
- ▶ Introducing the G.R.O.W. Model
- ▶ Benefits of Setting Goals
- ▶ Setting SMART Goals
- ▶ Reflection

Lesson 10: Feedback

- ▶ Four Key Areas
- ▶ Types of Feedback
- ▶ Feedback Delivery Tools
- ▶ Feedback Using the SBI model
- ▶ Seeking Feedback
- ▶ Reflection

Lesson 11: Managing Performance

- ▶ Common Performance Issues
- ▶ How to Manage Underperformance
- ▶ Taking Initial Action
- ▶ Taking Formal Action
- ▶ Underperformance Meeting Plan
- ▶ Reflection

Lesson 12: Reflections

- ▶ Recommended Reading List

WEB LINKS

▶ [View this course online](#)

▶ [In-house Training Instant Quote](#)