

## Effective Leadership

Key competencies for leadership challenges



“ This course was excellent! I learned what it means to be a real and genuine leader. Plus, I have never had a better instructor at catching and maintaining my attention. ”

Andrew Prockow - Dorel Industries Inc.

### OVERVIEW

Organizations demand a high degree of agility, relationship building and integrity from their leaders. In this powerful two-day seminar, you will take a close look at key leadership challenges you currently face with the goal of developing strategies and an action plan to bring success.

At the center of this program will be the development of vital leadership competencies needed to communicate your organization's vision, make effective decisions with the collaboration of others, and nurture resilience and positive performance in those around you.

### KEY BENEFITS & TAKEAWAYS

- Understand key leadership models/behaviours and how they can fit with your style and environment
- Develop a broad, enterprise-wide view of the organization and how you can support employee engagement
- Enhance others' perception of you as a leader with integrity
- Build a leadership toolkit to increase resilience based on seven proven competencies
- Build the right culture for people and processes to support your strategy
- Practice key skills to stimulate motivation and recognition in employees
- Learn how to shape and communicate strategy to your team and colleagues
- Leave with a clear understanding of values both personal and corporate that provide sustainability

## WHO SHOULD ATTEND?

This program is designed for current leaders at all levels as well as those aspiring to become leaders. Perfect for those who must achieve strategic results and are asking “what do great leaders do to engage and align people around them?”, the content applies to all types of organizations from small businesses to multinationals.

## PROGRAM IN DETAIL

The learning framework is highly interactive, including assessment exercises, best practice examples, and opportunities for peers and faculty to offer “friendly consulting”. You will leave with a personalized plan for your own effectiveness as a leader and with a “Leadership Survival Kit” containing simple yet effective tools that will gain lasting results back in the workplace.

Key Themes covered over the duration of the program include:

### DAY ONE

#### Introduction – A Fresh Look at Leadership

- Redefining assumptions about leadership
- Current trends - the evolving role and mindset of leaders
- Defining what exemplary leadership means for you and others

#### Leadership Models and Styles

- Overview of successful leadership models and styles
- Self-evaluation of your style - Gaining personal discoveries about you as a leader
- Discovering characteristics that help your style flourish

#### Matching Leadership to Different Settings

- Matching your style to corporate culture, values and expectations
- Positioning yourself as a leader with any audience
- Applying different mixes of leadership according to the context

### DAY TWO

#### Collaboration, Influence, and Inspiration

- Understanding human behavior, key motivators and how to influence them
- Gaining commitment and enhancing others’ perception of you as a leader with integrity
- Creating a vision to foster excellence - inspiring people toward a promising future

#### Facing Today’s Challenges and Trends

- Key competencies you must develop to stay on top of your game
- Managing generational expectations
- Strategizing for human capital recruitment and retention

#### The Resilient Leader

- Building resilience and bouncing back from setbacks
- Heightening awareness for personal and organizational transformation
- Convincing different people to buy in to strategic change

#### Taking Action - A Personal Plan for Your Leadership Challenge

- Fine-tuning and testing your leadership competencies
- Preparing your action plan to implement on the job
- Habits and processes to continually improve as a leader



Faculty and Learning Approach

*As an integral part of McGill's Desautels Faculty of Management, the Institute's faculty team is comprised of McGill University professors and lecturers as well as highly-rated academic and business experts from around the world.*

*Please visit our website to review the complete faculty team assigned to this program.*