

Are your leaders  
effective?

Different leadership  
styles and approach  
affect team  
performance

### Leaders need to create vision and motivate others to help them achieve it...

Managing others is difficult. Leaders need to provide direction and manage conflict, all with the ultimate aim of improving performance. To do this, they must utilise a wide variety of skills, from basic team skills such as effective communication to specific leadership skills such as delegation.

The leadership *experiential learning* activities cover all the skills required to become a successful leader. Each activity involves a challenging task and thought provoking review process where current skills are assessed and strategies for improvement are developed. Through the carefully designed activities participants will learn about different leadership styles and how their approach affects their team.

#### COURSE DETAILS

**Leadership programme is an engaging 2-Day course** with carefully designed *experiential learning* activities and high impact discussions and reviews.

#### WHO SHOULD ATTEND

Leadership programme is ideal for leaders at all levels, including aspiring leaders, next liner and newly promoted leaders.

#### FEES

- ❖ RM1900 plus 6% SST per participant
- ❖ Enjoy RM 100 discount per participant for registration of three or more participants from the same company and of the same billing source.



## Leadership

Develop leaders who inspire, motivate and maximize the potential of the team



### The "Experiential Learning" activities enable participants to discover and develop their leadership skills

#### 1. Getting to Know You

Discussion Topics:

- Using both information and opinions to make decision
- Knowing what are assumptions and expectations vs facts
- The value of team members relating on a personal basis
- Establishing personal links/topics of conversation

#### 2. Taller Stack

Discussion Topics:

- Challenging the way a group is approaching the task
- Gaining and demonstrating commitment to others' ideas
- Managing changes in group membership
- Working with / as a leader

#### 3. Leading from Afar

Discussion Topics:

- Elements of leadership required when leading a remote team
- Effective verbal communication

#### 4. Led Statues

Discussion Topics:

- Preparing to lead a task
- Identifying and using a team's resources effectively
- Using a tam to solve a problem and implement the solution
- Effective and precise verbal communication

#### 5. Leading the Team

Discussion Topics:

- Motivating teams to work effectively against deadlines
- Balancing personal workloads against leading a team
- Understanding standards of performance
- Coping with change and revising plans in line with progress

#### 6. The Hoist

Discussion Topics:

- Grasped the fundamental principles of team working but will benefit from more practice
- To realise that a leader must understand and end goal and keep this in his mind all the time
- To generate others' commitment to follow instructions and procedures

#### 7. Cable Car

Discussion Topics:

- Delegating, Followership, Gaining commitment
- Leadership: leading geographically separate teams
- Communicating,
- Valuing other's contribution

#### 8. Waste Away

Discussion Topics:

- Planning
- Prioritising
- Thinking ahead
- Embracing and implementing change
- Customers focus

## Transform your training with experiential learning activities !!

### LEADERSHIP

Develop leaders who inspire, motivate and maximize the potential of the team

### 2-Day Course Outline

- DAY 1 :** 1. **Getting to Know You (15 minutes)**  
9:00AM Working as one team, the group has to place all team members on a continuum that is based on information that is personal but not private, e.g. length of service, time taken to travel to work, etc. of the members. No individual may give any information about themselves, it all has to be worked out by the group using information that is already known or assumed. Once the order has been agreed group members place each other where they should be, which is not straight forwards either! Only then can individuals reveal the true information.  
to  
5:00PM
2. **Taller Stack (30 minutes)**  
A competitive two part activity. Initial groups work to complete a task that requires some thought and planning, then fast team work. However, before they finish, group membership is changed, 'formal friendship' introduced and the activity restarted with additional constraints.
3. **Leading from Afar (30 minutes)**  
The activity is in two parts. The first five minutes is spent with leader and team members working in separate rooms. They then come together under the direction of their leader to complete a predefined model.
4. **Led Statues (40 minutes)**  
The leader(s) have to work through their teams to complete their task which needs careful work. There are different constraints on leaders and team members which demand excellent verbal communication the leader and he whole team as well as individual team members.
5. **Leading The Team (40 minutes)**  
The leaders of one or two teams are given a series of tasks that have to be completed by their teams, as well as a confidential task that must be done by them alone. The pay that team members and leader receive is affected by the decisions the leader makes and the successful completion of the task.
6. **The Hoist (3 - 4 hours)**  
Two teams work in parallel on a task which is in three parts. AIM: to refresh and develop skills that are fundamental to team leaders. Identifying, clarifying and working to objectives and priorities, developing and delivering instructions to others, motivating others to achieve a goal that may be at odds with their personal objectives and to and utilising the team member's abilities.
- DAY 2 :** 1. **Cable Car (2 - 3 hours)**  
9:00AM Three sub-teams, each with their own leader, work in separate locations on interdependent parts of the same task. The overall leader has to provide direction and support to all three teams at the same time. It is a challenging and dynamic role as new problems are never far away.  
to  
5:00PM
2. **Waste Away(3 - 4 hours)**  
The challenging activities in 3 stages:  
Stage 1  
Leaders working closely with their team interfering?  
Stage 2  
New information is introduced. Leaders must make time to re-evaluate tasks with new information and preparing others to lead on their behalf.  
Stage 3  
The task involves new leaders leading new teams, but as much of the learning will build on individual learning realised during Stage 1 & 2, and those areas where the is scope for further development.