



MANAGEMENTEQ

Course Overview



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Sharp Thinking for Successful Leadership

JANUARY 25TH 2023

Presented by: Valerie Pierce

Successful Leaders drive high performance with 3 essential thinking skills. This masterclass develops these thinking skills in a step-by-step approach that is easy for you to apply in your everyday working life.

Valerie will show you how to:

- Use your passion to control your emotions
- Change negative thinking into positive action
- How to gain, build and maintain trust with your team and colleagues
- Get things done by being more innovative in how you think and how you connect to the thinking of others



Valerie is Professor of Practice at Ashridge/Hult International Business School, UK. She has lectured on MSc & MBA programs at many business schools including Ashridge, Brooks University Oxford, Warwick Medical School in the UK as well as Smurfit School of Business and Trinity College, Dublin. She is the author of 'Quick Thinking on Your Feet.' and 'Focus: The Art of Clear Thinking' and the creator of the Clear and Critical Thinking training and coaching programs.



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Modern Leadership in a Remote Leadership World

February 22nd 2023

Presented by: Niels Brabandt

- How to define and deliver modern leadership
- Leadership in a Remote Work scenario
- How to gain, build and maintain trust
- Motivating people who work for and with you
- Tools to use as a leader to receive maximum employee satisfaction and maximum productivity

Leadership became increasingly complex in recent years. Moving away from a culture of delegation and control to a participating culture of sustainable leadership, numerous leaders fail to get even close to reach acceptable results.

The consequences are severe. Low motivation, high employee turnover, low productivity and an immediate effect on the bottom line. The employer brand gets affected, costs for recruiting are increased and all this after a pandemic which we have just successfully survived.

In this session learn what aspects of leadership have changed and what does an excellent leader do today? Which components of leadership are a must-have today? Which tools do I need to know and how can I use them in my daily business?



Niels Brabandt is a pioneer in digitisation: Google appointed him as a trainer, mentor, and coach in the Google Digital Garage project in 2021. At the same time, BT (British Telecom) appointed him as the only non-British and also the only non-native speaker of the English language as a trainer, coach and mentor in the Skills for Tomorrow project. Niels is a global expert on leadership and sustainability and has credentials from Harvard University, MIT, Imperial College London, Johns Hopkins University, HEC Paris, ESSEC, ESCP, UC Berkeley and brings a robust scientific background to his subject on Leadership in a Remote Leadership World. He runs a very successful leadership podcast "The Leadership Podcast" that reaches over 50,000 listeners weekly. He has published and contributed to ten books of which all are still available. His publications include one of the most detailed studies about Sustainable Leadership.



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How to Coach Your Team: Understanding Coaching and Mentoring and Setting Performance Goals

March 29th 2023

Presented by: Sean Weafer

Being able to coach or mentor your team or other colleagues is a critical modern leadership skill.

Being able to coach people to identify, articulate and set performance goals for your team is a guaranteed means of driving productivity, even when working remotely.

Excellent clarity, focus and clear motivation are critical elements in driving productivity and impact positively on how we manage our time.

In this module, Sean will share with you techniques that will help you understand how to apply the mechanics of good coaching, mentoring and goal-setting, to get even better results from your team members.

- What is coaching and mentoring
- How are they different to counselling and training?
- What are the conditions that contribute to excellent coaching and mentoring
- How focus and meaning drive productivity - the '6 C Model of Performance'
- Introducing competency-based coaching and mentoring for individuals and teams
- Key questions to ask to identify critical challenges
- How to identify and assess individual and team Key Performance Indicators
- How to correctly define a performance goal
- How to help the team member identify the steps for change
- What is needed to keep the team member on track to success



Sean specialises in transforming business experts into business influencers. In the hybrid age expertise is not the defining value of leadership, rather it is the ability to build empathy, trust, influence and impact. Sean has thirty years training and coaching leaders and executives in coaching, mentoring, speaking, networking and influential communications skills helping them to lead with confidence and influence, build strong networks and project their executive presence and value. He is the author of several books on coaching, communications and the importance of using more Feminine values in leadership today.



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Entrepreneurial Leadership – Thinking Outside the Brand

MARCH 26TH 2023

Presented by: Lesley Everett

The brand of any team or organisation today is created by what your colleagues and customers and clients say about you to their contacts. What they feel about your team or company will always come from their interaction with your people.

This is what Lesley calls 'Brand Personality', defined by your people who sit at the core of your authenticity as a team or organisation.

Having an entrepreneurial mindset as a leader supports team and corporate brand personality.

Therefore the mindset of an entrepreneurial leader:

- is authentic and genuine
- is driven to get results
- is in control of their career and personal growth
- is strategic and visionary
- understands themselves and their core strengths and expertise
- builds solid relationships
- understands how to motivate and inspire
- understands people and how to get the best from them
- is visible and well-known for what they are great at
- manages their digital reputation strategically
- takes people with them
- has a strong network and connections

This master class explains the structure and foundation for building a strong brand as a manager or leader or team and the practical tools and techniques for you to use, immediately you leave the room.

Learn how to be respected for your passion and recognised and valued for your contributions.



Lesley Everett is an internationally recognized professional keynote speaker and specialist on Leadership Branding. She is the founder and CEO of Walking TALL Training & Consulting, Inc, based in Monterey California. She has created a methodology for Personal Branding that has inspired audiences for the past 16+ years. Lesley is often called upon to comment on people in the public eye on their personal brand and image. She has appeared many times on TV in the US and UK on BBC News, Sky Business, CNBC, CNN, CBS and Bloomberg. Lesley has also had over 200 articles in media publications around the world



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Leading With Influence: Advanced Questioning and Successful Meeting Management Skills

May 31st 2023

Presented by: Sean Weafer

A successful leader or manager knows that questions and suggestions are the keys to successful influence and collaborative leadership.

In this module we learn how the power of questions, suggestions and language can help us easily connect, influence and engage others to grow our – and their – success.

- Learn why the person who asks the questions controls the meeting outcomes
- Discover the power of 'forced teaming' and 'soft language'
- Explore 6 key psychological questions and their effect on a person's perception of you
- Values-based conversations - learn how people make decisions and how you can successfully influence those decisions
- Learn the key principles of active and engaged listening skills
- Understand how to overcome any and all objections or resistance to your proposal and ideas
- What to do when someone says 'No'
- Learn now to close business or influence meeting outcomes easily and ethically



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The Psychology of Successful and Winning Presentations

June 28th 2023

Presented by: Sean Weafer

The ability to speak in public, be it to a small but critical group presentation or delivering an 'all hands' or to a large conference, is a much-respected skill in professionals and leaders.

Whether live or virtually, to be able to craft a compelling speech, presentation or a message, deliver it confidently and influence the audience demonstrates your ability to be powerfully convincing with others and grow your perceived leadership value.

Learn how here.

- Discover how to create compelling business messages that grab your listeners' attention
- Learn the key psychological laws that attract an audience's attention
- Discover how to structure and deliver high impact presentations
- Become a confident and master speaker with any audience, small or large
- Use humour and story to compel your audience to engage
- Discover how to manage audience questions and challenging participants
- Discover how to format your slide decks to win and retain audience attention
- Learn why simplicity should rule slide decks
- How to open and close presentations and speeches with impact



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Professional Networking and Building Brand and Influence

July 2023

Presented by: Sean Weafer

Networking is a critical skill for any senior manager or leader. Being able to attend dinners, conferences and online events and connect confidently with potential contacts and colleagues (in an easy and engaging style) is essential for any leader who wants to build a strong and valued company or industry brand.

Networking is a strategy, not a hope, and anyone can learn it.

- Understand the power of personal contact and digital networking in today's marketplace and businesses
- Identify and get access to high value and influential company stakeholders or decision-makers through networking
- How to define and choose the ideal networking events
- Discover how to build a powerful personal or executive brand
- Learn how to prepare for a networking event and create your networking objective
- Understanding group dynamics when networking
- Lose the fear of networking forever
- Learn how to successfully introduce yourself to strangers live or in breakout rooms
- Capture and hold a contact's attention with excellent conversational skills
- Create a structured networking 'small talk' conversation
- Exit elegantly from any in-person conversation or situation
- How to move on and follow-up successfully
- Get 'warm' contact meetings from every event to build your network of influence
- Create a follow-up strategy



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How to Build, Sustain and Lead Resilient, High Performing Teams

SEPTEMBER 27TH 2023

Presented by: Allan Mackintosh

In this master class Allan will lead you through a model for how to build, sustain and lead your own resilient and high-performing team covering:

- Introducing the Team Performance Curve model and how to assess where your team sits on the Curve
- Learn how to guide your Team up the Performance Curve to higher performance
- Explore the value of team resilience, how to create psychological safety in your teams and build trust, resilience and performance
- How to access and use the key basics of motivation through the DIAMOND-MOTIVATION™ model
- Introduce and implement the PARTNERST™ Team Development process and how to create your Team Charter and your Team Development Plan
- Manage conflict and deal constructively with the key 'Team Disrupters'



Allan is a dedicated team performance coach and has over 40 years of working in, and with, both corporate and sports teams. Allan is highly rated conference speaker and has spoken at numerous industry conferences across the UK, Europe, and India.

His latest book, 'Team Champion! – Taking Teamwork Seriously' was launched in June 2021.



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Managing Your Professional Time

October 2023

Presented by: Sean Weafer

Managing one's professional time is always a challenge, even when in the office. When we lead a remote team, it may even be more challenging,

We may feel that we are often reacting to events rather than in control of our time. Especially if we have to maintain our own productivity and as well as that of our team's, while managing remotely.

On this module Sean Weafer shares ideas that help manage not only your own time but also how to manage that of your remote team's performance and productivity.

- Why Time Management is a fallacy
- The difference between being effective and efficient
- 6 Questions to help manage your personal and productive space
- How to be effective at professional boundary management and stakeholder mapping (MND)
- The power of action planning and using the CIA filter
- How 'Virtual' meetings can drive personal productivity
- How to delegate in a way that encourages team members to do more
- Discover the power of role clarity exercises and alignment and leader/team member alignment to drive performance



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A Menu for Wellbeing or A Recipe for Burnout?

NOVEMBER 2023

Presented by: Gill Carrie

By identifying the six areas that contribute to leadership burnout, in this module Gill will help you to actively identify any gaps in creating optimal states of wellbeing, health and productivity for you and your team.

She will introduce you to a menu of tools and techniques to allow you to get the best out of you and your team's busy day, helping you to reduce team stressors and maximise wellbeing.



An entrepreneur and educator at the very young age of 19 - Gill's people, business and educational skills were honed locally, nationally and globally over her 40 years of experience in industry, business and education with major organisations, companies and brands and she was one of the early recipients of the UK's Investors in People Award for her own company. Gill is the Creative Head of The Leaders Centre and her holistic approach to health and wellbeing dynamics for individuals, teams, leaders and organisations brings enjoyable and empowering insights, tips and takeaways.



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