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## *INSPIRATIONAL LEADERSHIP*

### AIM AND APPROACH:

This module looks at the origins and development of Leadership thinking from its initial consideration to today's thinking. It provides a number of diagnostics to help participants understand their own leadership style and looks at practical situations where flexibility and effectiveness are needed.

### PROGRAMME OBJECTIVES:

- To provide insight into personal styles of leadership and interpersonal skills
- To demonstrate the connection between leadership style, employee relations, motivation and teamwork
- To introduce the key interpersonal skills that create performance improvement for individuals and teams

### AUDIENCE:

- Managers working at strategic positions with no financial training

### PRE-WORK:

Participants will be asked to complete Firo-B and Emotional Intelligence Quotation (EQi) and return it before the workshop. They will also be provided with Leadership Behavioural Analysis (LBAII), Personal Relations Survey and the Self Perception Inventory. These should also be completed before the event and brought to it.

### DURATION:

2 Days

### AGENDA Day 1:

- Introduction, Objectives and Agenda
- Video Icebreaker
- Leadership in Context – linking Leadership Development to TQM and World-Class Business
- Leadership Alliance – video case studies illustrating need for change plus review in small groups
- Situational Leadership – review of LBAII and input on use of model as it relates to communication processes, quality and customer service
- Overview of process of communication
- Stages of group development
- Decision-Making exercise – prefaced by review of Belbin's Self Perception Inventory



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## *INSPIRATIONAL LEADERSHIP cont'd*

### AGENDA Day 2:

- Review of Day 1
- Transactional Analysis – review of model relating to Firo-B report and Relationship Audit  
Option: Create your own Case Study / Video Case Study
- Role-play – based on either option from above
- Interpersonal Skills overview – input including explanation of Johari window using Personnel Relations Survey
- Listening exercise
- Case studies and role-plays based upon Interpersonal Skills
- Personal Development Planning
- Process review and close

