

# Leadership Fundamentals

LEADERSHIP DEVELOPMENT SERIES

## 3 Full Day Workshops (three 8 hour sessions) \$1,345

The best leaders are those who seek to maximize their skills to get the right work done while having a positive impact on the people around them. In this session, you will learn and practice the skills needed to **manage people** and **manage results** including:

- A thorough understanding of your role as a leader, and how this is affected by your personal leadership style (determined through the administration of ManagementPOP™ self-assessment - see next page for details).
- Strategies for understanding and valuing the different strengths of each person on your team.
- Techniques for unlocking your team's potential and maximizing their performance.
- The difference between coaching your people, and telling them what to do.
- The ability to not only manage conflict, but to leverage effective conflict for a highly productive team.
- One hour of one-to-one coaching upon conclusion of the three workshops.

People First's approach to Leadership Development seeks to build the effectiveness of front line and mid-level Managers, though this series would be useful to any individual whose responsibilities include leading others.

## Program Outline

### Day 1

Through this practical session, you will learn and be able to apply the principles of effective leadership and understand the importance of motivation for effective teams.

### Role of Leadership

### Creating a Motivating Environment

### Day 2

In this session you will learn about managing expectations, performance and communication. These skills, and understanding predominant personality styles, will provide insights into building a high performing team.

### Team Building

### Coaching for Success

### Day 3

In this session you will learn how to deliver constructive feedback, deal with performance issues and implement a fair and legally compliant constructive discipline process. It will also build awareness of people's reactions to conflict and provide a method for reframing conflict as a natural resource for positive change.

### Coaching For Improvement

### Managing Conflict Productively

## ManagementPOP™ Management Potential Profile

- Part of the workshop series includes the administration of ManagementPOP™, a psychometric profiling tool which uses advanced statistical methods to assess the factors that allow managers and leaders to effectively manage people and performance.
- After registration, you will receive a link with access to your ManagementPOP™ assessment. You will be required to complete this prior to the first session.

ManagementPOP™ provides an overview of your management style including:

- Adaptability to Various Structures
- Motivational Structure
- Approach to Learning
- Task Orientation
- People Development
- Self Confidence
- Comfort with Conflict
- Leadership Style
- Communication Style
- How Goals and Strategies are Implemented
- Approach to Motivating Others
- Approach to Coaching
- Feedback Style

ManagementPOP™ also assesses and reports on Emotional Quotient (EQ) which is key for managing interpersonal relationships. Integrated into an overall EQ scale are skills including:

- Self-Awareness
- Mood Labeling
- Mood Monitoring
- Self-Control
- Determination
- Empathy
- Social Judgment

## To Register

[www.peoplefirsthr.com/upcoming-events](http://www.peoplefirsthr.com/upcoming-events)

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HR SERVICES

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