



Arabian Institute For Training

The Power of Leaders

Why Attend

- The course addresses the perennial differences between management and leadership. It aims at providing participants with an overview of emotional intelligence and examines some major leadership theories and approaches with emphasis on situational leadership. The course also addresses the role of the leader as delegator and change agent.

Course Methodology

- The course features the use of group activities, psychometrics and team exercises. Case studies followed by group debriefs are also used.

Course Objectives

By the end of the course, participants will be able to:

- Distinguish between management and leadership
- Identify their strengths and leadership styles through self-assessments
- Examine various leadership theories with emphasis on situational leadership
- Describe the major competencies of Emotional Intelligence (EI)
- Define the role of the leader as delegator and change agent

Target Audience

- Individuals in middle and senior corporate positions who wish to better understand themselves in order to improve their leadership skills. Also, all other employees whose responsibilities require delegation, leading and managing change will benefit from this course.

Target Competencies

- Self-awareness
 - Leading and managing people
 - Influencing others
 - Managing change
 - Delegating
 - Emotional intelligence
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Leaders not managers

- Definitions, similarities and differences
- Some classical differences
- Modern day differences
- Myths about leadership
- Practices of exemplary leaders
- Challenge the process
- Inspire a vision
- Model the way
- Enable others to act
- Encourage the heart
- The perennial question: nature or nurture
- The ten truths about leadership

Personal style and leadership qualities

- Self-assessment
- Administration and scoring
- Linking style with leadership qualities
- Characteristics of admired leaders

The leadership journey and situational leadership

- Review of major theories
 - Trait theories
 - Behavioral theories
 - The leadership grid
 - Situational leadership: theory and simulation
 - Situation's maturity level
 - Levels of development
 - Maturity levels and leadership styles
 - Overview of the research (2010):
 - Major findings about 300+ successful leaders from 120+ organizations in 12 Arab countries
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The emotionally intelligent leader

- An overview of EI
- Intrapersonal and interpersonal intelligence
- Emotional Quotient (EQ) versus Intelligence Quotient (IQ)
- The EI competency framework
- The 18 EI competencies in practice
- Brainstorming real life examples

Leadership, delegation and empowerment

- Delegation: definition, objectives and rules
- Delegation levels
- Why delegation is not popular
- Guidelines for delegation
- Decision making styles in the Gulf
- Empowerment: definition
- Ten ways to empower employees
- Is your organization ready for empowerment?

The leader as change catalyst

- The nature of change
 - Kotter's eight step change process model
 - Understanding and dealing with resistance to change
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