Arabian Institute For Training

Transformational Leadership Post COVID-19

INTRODUCTION

- People want answers and we all need some good news right now, but it might be best to think of Leadership & Management post COVID-19 in terms of wrestling with several difficult tensions. A recurring theme in these four tensions is the gap at many levels between what might be expected, desired and even necessary and what is likely to be possible with a damaged and fragile economy loaded with public and private debt and inhabited by exhausted and worried people. These tensions can be managed but it will require great leadership.
- The Transformational Leadership post COVID-19 training course is designed to provide leaders & managers with the understanding of these four tensions, or aftershocks of COVID-19, and the skills required to meet these challenges. This training course enables leaders and managers to critically explore the key skills needed at a time when the global economy is experiencing post COVID-19 turmoil that is impacting on Governments and Public & Private organisations, big and small, around the world.
- Our institute experiential training course tackles each of the four tensions and provides leaders and managers with the opportunity to explore the impact of each within their organisation and imparts the skills and abilities to transform their organisation through this challenging time.

Participants will develop the following competencies:

- Raised expectations, diminished resources
- Hierarchy is dead, long live the hierarchy
- Invention and dependency
- Lockdown performance was revealing but distorting
- Transformational Leadership - skills to deal with the four tensions

PROGRAMME OBJECTIVES

By the end of the Transformational Leadership Post COVID-19 training course, participants will be able to:

- Understand their role as a Transformational Leader
- Explore deeper into the impact of the four tensions of COVID-19
- Formulate and implement strategies to overcome the tensions in the workplace
- Demonstrate effective communication to meet the current needs
- Identify and identify Emotional Intelligence competencies
- Identify stages of change and explore how to overcome resistance to change

WHO SHOULD ATTEND?

- Supervisors & Team Leaders
- Middle Managers & Department Heads
- Senior Managers
- Human Resource Personnel including HR Business Partners
- Professionals who would like a refresher in leadership topics
- People who are likely to take up leadership positions in the future

TRAINING METHODOLOGY

- This Transformational Leadership post COVID-19 training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension, and retention of the information presented. Practical, experiential activities will be used throughout this training course.
- This course is designed to be highly interactive, challenging and stimulating. Delegates will learn by a combination of active participation using training course materials, case study review, discussion, skills practice exercises, training videos and exploration of relevant best practice.

PROGRAMME SUMMARY

- The Transformational Leadership post COVID-19 training course is designed to enable leaders to critically explore the key skills needed to lead in any organisation. Transformational Leaders share vision, motivate, raise expectations, promote trust, and achieve high performance from their teams.
- In this very practical training course, you will explore the impact of the four tensions following COVID-19: (1) Raised expectations, diminished resources; (2) Hierarchy is dead, long live the hierarchy; (3) Invention and dependency and (4) Lockdown performance was revealing but distorting. Transformational leadership skills will then be developed and applied to each tension so the leaders and managers can successfully release these tensions and create the new normal for success.

PROGRAM OUTLINE

Raised Expectations, Diminished Resources

- Explaining the Impact
- The difference between leadership and management
- Transformational leadership
- Competencies of great leaders
- Leading new generations
- The Delegation Continuum
- Engagement

Hierarchy is Dead, Long Live the Hierarchy

- Explaining the Impact
- Emotional Intelligence Competences
- Understanding your emotions as a Leader
- Giving feedback the EI way
- Dealing with 'difficult' people
- Win-Win thinking
- Ways to improve your EI

Invention and Dependency

- Explaining the Impact
- Valuing diversity : working with global, culturally diverse teams
- The value proposition afforded by High Performing Teams
- Avoiding dysfunctional performance
- Grounded theory: needs analysis evaluation of current performance
- Harnessing diversity for productive outcomes
- Aligning purpose, productivity and profitability

Lockdown Performance was Revealing but Distorting

- Explaining the Impact
- The performance management strategy
- Planning, organizing, and controlling
- Effective performance appraisal
- Creating an excellence culture
- Conflict resolution
- Interest-Based Relational Approach
- Principles of Defusing Hostility

Leading Transformational Change

- The key drivers of change today
- Change management vs. change leadership
- Overcoming resistance to change
- The five psychological phases of change and their effective management
- Best practice in change leadership
- Supporting employees through change
- Action Planning

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