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Leadership Effectiveness



January 10, 2014



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Leadership Effectiveness Workshop

In today's fast growing and ever changing business environment, organizations require adaptable leaders who can effortlessly adjust their management styles as the situation demands. Our Leadership Effectiveness program focuses on developing the most sought-after, adaptable and resilient leaders who can make an impact on the employee performance. This program helps the leaders in discovering the roadmap for designing the most effective leadership strategies to achieve desired outcomes. The program concentrates on assisting the leaders to effectively diagnose and manage performance, abilities and motivations of others to bring out the desired performance. This program will enable the leaders to lead the organizations based on the needs of others, which in turn will help the leaders in improving the competence and the commitment of their employees.

Aims/ Objectives:

- To orient participants towards the concept of leadership and its multiple facets in various situations.
- To help participants in identifying the various areas of self -development and enhance personal competence and commitment.
- To motivate participants to understand their natural leadership style and help them in adopting the style that helps in developing their employees in the best way.
- To make participants understand how to make others successful and engaged.
- To facilitate participants in learning how to identify and influence the regression and development of individuals in the workplace.
- To facilitate participants in effectively modify their leadership style in the organization based on the situation.
- To make participants understand how does one's leadership style influences the performance of the employees and what steps can a leader take to achieve high performance from their employees.
- To assist participants in designing and assessing the criteria for performance with clearly identifying the tasks, diagnosing them and determining the needs of the individual or group. Evaluating a person's

readiness level is an important step in effectively adapting a leadership style.

- To help participants in understanding how to create an atmosphere of trust in the organization that accelerates the development of others so that they can more effectively contribute to the organization's goals.

Workplace Outcomes:

- The participants will be able to diagnose the development levels of their employees and choose a suitable leadership style.
- The participants will be able to develop a communication model for all the levels in the organization which can support the cultural change and continuously move towards high performance.
- The participants will become flexible leaders who are highly skilled at coaching, performance evaluation, goal setting, proactive problem solving, active listening and giving valuable feedback.
- The participants will be able to develop competence, gain commitment and retain talent in the organization.
- The participants will be able to evolve as better team leaders, having equal focus on team productivity and team morale.

Duration: 1 or 2 Days

Methodology:

Role plays, Simulation games, Administration of Leadership Style Questionnaire, Presentations.

Participants:

Managers, Senior Managers, Department Heads, CXO's