



Palomino Training Solutions
specialists in corporate training

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Leadership Development Training (2 days)

Course Overview

Fact: *Accomplishing your personal best as a leader will ultimately develop a more dynamic and effective team through your leadership.*

This workshop is a tool for your leadership development. It is designed to help you create and accomplish your personal best, and to help you lead others to get extraordinary things done.

At its core, leadership means setting goals, lighting a path, and persuading others to follow. But the responsibility entails much more. Leaders must get their message out in a way that inspires, make the most of their limited time, and build roads to precious resources. They must negotiate alliances, improve their colleagues, and align the ambitions of the many with the needs of the organisation.

But what makes for a great leader? Is it something to do with inward characteristics, such as confidence and focus? Is it more about outward presence, including charm and compassion? Or is it about the ability to create a vision and get others to commit to it? The answer is all of the above. By accepting the challenge to lead, you come to realise that the only limits are those you place on yourself.

This workshop includes dynamic trainee/trainer interactions and discussions, written and oral exercises, role plays, case studies, reflection, quizzes and a workbook for each participant to take back to the workplace.

Target Audience

All individuals and professionals who would like to strengthen their abilities as a leader and ultimately improve their team's effectivity.

Course Outline

SECTION 1: The Learning Organisation

1. What is a Learning Organisation?
2. Are you a Lifelong Learner?

SECTION 2: Personal Mastery/Personal Visions

1. What is Personal Mastery?
2. Your Personal Vision
3. Our Personal Vision and Mission

SECTION 3: Mental Models

SECTION 4: Shared Vision

SECTION 5: Team Learning

SECTION 6: Systems Thinking



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SECTION 7: Leadership (with LEAD analysis)

1. Situational Leader Effectiveness and Adaptability
2. Leadership Profiles

SECTION 8: Five Practices

1. Image Identification

SECTION 9: Trust

SECTION 10: Change

1. Key Factors in Successful Change
2. Case Study: Getting More from the Last Hour

SECTION 11: Time Management

1. Time Management Tips
2. Case Study

SECTION 12: Managers vs. Leaders

SECTION 13: Types of Thinking

1. Directional vs Consequential Thinking
2. Ethics 101

SECTION 14: Influence Strategies

SECTION 15: Relationships

1. The Relationship Cycle
2. Preparing and Coaching Through Conflict

SECTION 16: Problem-Solving

1. Systematic Problem-Solving
2. Personal Problems

SECTION 17: Strategic Planning (SWOT Analysis)

SECTION 18: Delegation

1. What is Delegation?
2. Degrees of Delegation

SECTION 19: Criteria for Useful Feedback

SECTION 20: Body Language

SECTION 21: Meetings

1. Preparing for Meetings
2. Managing Meetings
3. Presentation Tips

SECTION 22: Skilful Speaking

SECTION 23: Personal Development