

Leadership Styles



Show your Leaders How to Develop Seven Leadership Styles and Use Them to Improve Performance, Build Morale, Motivate People and Deliver Outstanding Results!
Discover Why it Matters!

Interactive Bite Size Coaching Pack with Simulation

Description

Focusing on seven leadership styles, your people will learn:

- How to leverage the leadership styles that are their natural strengths to improve team and individual performance.
- Which leadership styles will be most effective with each member of the team.
- How to improve the performance of individuals and the team by using different leadership styles to:
 - Motivate and retain high performers
 - Release 'potential' in average performers
 - Deal with underperformers
 - Create a positive workplace environment

Plus leaders will understand how their leadership styles:

- Impact on their team, positively and negatively
- Play a key part in developing high performing teams.

Simulation Content

Leading a team of four, your people are challenged to identify the right leadership styles to use with each individual, define and implement strategy in the '**Leadership Styles**' simulation. Decisions are evaluated based on core leadership behaviours and business acumen. Feedback shows participants the impact of their leadership styles on business performance, team motivation and morale.

What You Will Receive

The easy to use '**Leadership Styles**' Bite Size Coaching Pack comes complete with professionally prepared materials that include:

- Leadership Styles business simulation
- PowerPoint slides
- Coaching guide
- Coach's notebook
- Participant notebook
- CD containing the simulation, PowerPoint slides and PDF files of all materials **which you can print from the disc as often as you wish.**

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How the Programme Works

This powerful and effective **Bite Size Coaching Pack** is designed to last between **90 – 120 minutes** and to be delivered in three stages:

Stage	Activity	Outcomes
Coaching Time: 45-60 Minutes	<p>The coach takes the participants through the programme. This integrates lecture and debate with practical projects and personal exercises.</p> <p>PowerPoint slides, detailed coaching guide and notebook are provided for the coach. Participants have a detailed notebook to use and retain.</p>	<p>The content drives new skills, knowledge and behaviours which are practised in the simulation.</p> <p>Group and individual projects challenge participants to think how they will implement this new learning in their personal roles.</p>
Simulation Time: 30 minutes	<p>Participants are challenged to make decisions on realistic situations they are likely to face in their personal roles. They debate each decision and reach consensus on the best option. The debate is a highly effective step in the learning process.</p> <p>We recommend that participants work in teams of four. However, the simulation works effectively as a one on one coaching aid.</p>	<p>People learn from the experience the simulation creates - reflecting on the decisions they have made and their consequences.</p> <p>This unique approach embeds learning, achieves high levels of retention and – most importantly- gives people the confidence to apply these skills in their personal roles.</p>
Feedback Time: 30 minutes	<p>Participants review the feedback provided by the simulation and then regroup with the coach. The coach will discuss each decision, comparing the decisions taken by each group – or individual – and will clarify which choices are correct and the learning that sits behind them.</p>	<p>Everyone leaves the programme with improved knowledge of how to successfully implement the skills learnt.</p>

Group Size - this will vary based on how comfortable the coach is with large groups. As a minimum, we would suggest 6 and a maximum of 20 participants.

Individual Coaching – the programme works very effectively as a one-on-one event when there is a need to address a specific skill area with one individual.

Equipment You Will Need

To run this simulation event, you will need

- A pc or laptop for each team, or individual participant, with Windows 2000, XP or Vista
- LCD projector
- Flipchart
- Printer – an option that is useful but not essential.