Leadership
Inside**Out**

VIRTUAL
TRAINING

9 HOURS

businesss
L&D SOLUTIONS

PROGRAM OVERVIEW

🕒 **9 HOURS**

Bbusinesss has seen the impact of strong leadership on teams and organizations as a whole, through delivering numerous leadership programs to a long list of corporate entities and government organizations in the MENA region. It has developed the 4S Leadership Model, from the workplace best practices experienced, that renew leadership skills, which is a priority for businesses to adapt themselves to today's rapidly evolving and dynamic business environment.

With a set of comic characters visually representing the daily challenges that face leaders, Leadership Inside Out develops a broader perspective on leadership capabilities. The workshop uses a list of assessments and tools that turn leaders' mindsets towards opportunities with agile thinking strategies. Moreover, it focuses on their personal strengths' development, stakeholder's management and building risk culture within the organization.

This program guides leaders through simulating different situations they face with their teams, with the goal of getting the best out of them in changing situations. It effectively inspires the team to successfully achieve the company objectives.

In a -2day face to face training (or 9 hrs. online) intensive practical and experiential leadership program, the leaders attending are tasked with developing an action plan that is to be implemented immediately with progress review to ensure that the information learned is well utilized and the skills acquired is practiced. In short, Leadership Inside Out is a comprehensive program that boost leadership skills through a practical journey sharpening strategic leadership effectiveness, leading to instilling a healthy working practice in the organization.

MODULE 1
AGENDA

🕐 **3 HOURS**

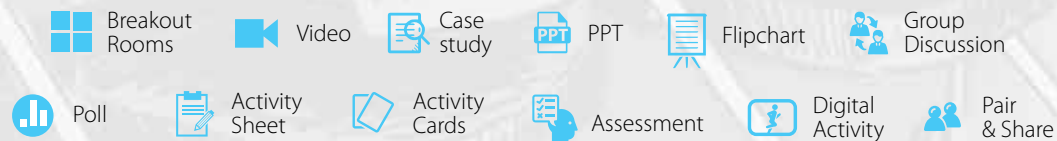| 🕐	TOPIC	TOOL	OBJECTIVE
15 min.	Impact of leaders and the module expectations discussion		Set expectations and share objectives
10 min.	Experiential Game		Identify growth and fixed mindset
10 min.	Assessment		Assess your mindset
5 min.	Debrief and discussion		Discuss the growth mindset and its impact on the person, team and organization
20 min.	Fixed and Growth mindset breakout room		Differentiate between fixed and mindset. Define agile mindset and how could it impact the business
15 min.	Agile mindset game		Differentiate between agile and bureaucratic mindset and how do they react in several situations
15 min.	Case Study		Analyze case study and discuss the result
20 min.	Intro to different situations that face leaders		Set expectations and share objectives
10 min.	Read the main characters		Link the characters to the situations
10 min.	Group activity		Deal with different situations as per their competence and commitment
15 min.	Break Out		Practice how to deal with each character
20 min.	Read stories and Reflect		Reflect on the comic book to identify the situation of each character
20 min.	Management Grid Discussion		Differentiate between procedural and personal management and its impact on your leadership.
5 min.	Wrap up of the module & questions		Review the module

Breakout Rooms   Video   Case study   PPT   Flipchart   Group Discussion

Poll   Activity Sheet   Activity Cards   Assessment   Digital Activity   Pair & Share

Leadership InsideOut

- Identify growth and fixed mindset

- Define agile mindset and how could it impact the business.

- Develop the skills needed to support your team in different situations as per their competence and commitment.

- Differentiate between procedural and personal management and its impact on your leadership.

- Reflect on the comic book to identify the situation of each character.

Leadership InsideOut

MODULE 2
AGENDA

3 HOURS

⏱	TOPIC	TOOL	OBJECTIVE
10 min.	Discussion		Discuss the values and behaviors that impact leader's decision
15 min.	Values Cards		Identify main leadership values
15 min.	Group work for discussion		Discuss on values
15 min.	4 s Model presentation	PPT	Introduce 4S model
15 min.	Vision		Present your vision and the vision of your organization
20 min.	Present tools to be used with your team for vision alignment		Promote the vision within your team
5 min.	Self-Strength		Intro to 4S model.
20 min.	Self-awareness Assessment		Assess self-capabilities
10 min.	Experiential Training		Use the concepts acquired in experiential game
5 min.	Poll for ownership concepts		Identify Ownership concepts
20 min.	Ownership Model	PPT	Apply ownership model on different situation faced
15 min.	Read the comics stories		Apply ownership model on different situation faced
15 min.	Group work and Discussions		Self Confidence Model

Legend:
- Breakout Rooms
- Video
- Case study
- PPT
- Flipchart
- Group Discussion
- Poll
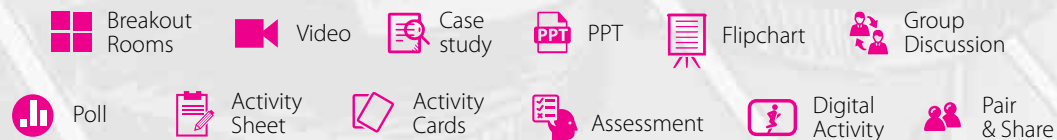- Activity Sheet
- Activity Cards
- Assessment
- Digital Activity
- Pair & Share

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MODULE 2
LEARNING OUTCOMES

- Identify main leadership values.
- Assess self-capabilities and identify leaders' vision.
- Practice ownership and self-confidence models.

MODULE 3
AGENDA

3 HOURS

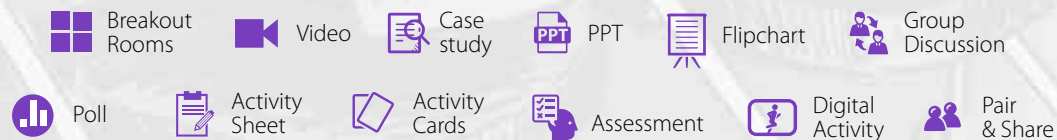| 🕐	TOPIC	TOOL	OBJECTIVE
15 min.	Groupwork and Discussion		Identify Generation and their main traits
5 min.	Group and activity		Promote Inclusion and avoid stereo typing
10 min.	Importance of working as a team		Extract the main points that benefits the teamwork
15 min.	Feedback experiential activity		Practice Feedback
15 min.	Read the comics stories		Link the scenes with what was discussed
10 min.	Present GROW model	PPT	Practice Grow coaching model
20 min.	Discuss the team ownership model		Apply the team ownership model
10 min.	Alignment Activity		Align organizational efforts towards strategic objectives
15 min.	Read the comics stories		Link the scenes with what was discussed
10 min.	Experiential game of leading the objectives		Apply tools to lead the objectives
10 min.	Break out room to discuss how to engage		Manage the engagement
15 min.	Introduce change management cycle	PPT	Change Management
20 min.	Change management response		How could leader respond to each phase in change management. Apply Risk Culture Model
10 min.	Action plan cards		Review and prepare detailed action plan

Breakout Rooms   Video   Case study   PPT   Flipchart   Group Discussion

Poll   Activity Sheet   Activity Cards   Assessment   Digital Activity   Pair & Share

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MODULE 3
LEARNING OUTCOMES

- Use tools to identify leadership competency.
- Engage, coach and motivate the team members to make them step forward.
- Create responsive risk culture.
- Align organizational efforts towards strategic objectives.

TOOL KIT

Bbusinesss will equip attendees with the LIO toolkit that involves:

- LIO Book
- LIO Action Plan Cards
- Values Cards
- Mindset Assessment
- Self Assessment

ANIMATED SCENES

Using set of comic characters that are visually appealing, provide realistic situations where leaders can see the challenges, assess the decisions taken and reflect on themselves. It acts as a great source for learning where leadership capabilities where highlighted, including well rounded experience to ensure what has been learnt could be implemented and leaders are able to step forward.

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www.Bbusinesss.com

info@Bbusinesss.com

TollFree
+971800 **Bb World**
2296753

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development solutions

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