

THE FOUR ROLES OF LEADERSHIP

DURATION

3 Days

OVERVIEW

Leadership is the key dynamic force that motivates and co-ordinates an organization to accomplish its objectives. A leader creates a vision for the others and then directs them towards achieving that vision. To be a leader you must have followers who have confidence in you and who give you their support and commitment to a goal. Good leaders are made not born; however what is the true definition of a leader? What is the difference between management and leadership?

These are questions that has been asked more than once and also answered in different ways. The biggest difference between managers and leaders is the way they motivate the people who work or follow them, and this sets the tone for most other aspects of what they do.

In an increasingly competitive world, successful businesses need leaders as well as managers, to handle the heat. Even so, an individual can't anoint him/herself a leader. Leadership is an honorary degree which can be bestowed only by those who are led.

The 4 Roles of Leadership does not just teach you what a leader does, but who a leader is. Everyone can identify himself/ herself to see if true leadership qualities are deeply engrained in the character.

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MANAGEMENT AND LEADERSHIP SKILLS PROGRAMS

KEY MODULES

- What is leadership?
- The 4 roles a leader has to do:

1. PATH- FINDING: CLARITY OF THOUGHT AND PURPOSE

- Vision, strategy and values
- Revisiting the vision and mission
- Visions that work- the realizable visions
- Aligning the personal vision and mission with the organisational vision and mission
- Organizational values and your role as leader.
- Innovation and strategic objectives
- Strategy
- Porter's 5 Competitive Forces in formulating the strategic objectives
- Questions a leader should ask in this role.

2. ALIGNING:

- Creating a Technically Elegant System of Work
- Getting the results
- Paving the road
- Changing the processes and system to fit
- Questions a leader should ask in this role.

3. EMPOWERING: RELEASING THE TALENT, ENERGY, AND CONTRIBUTION OF PEOPLE

- releasing the potential inside you and your team
- Appreciating people's contribution
- Empowerment and delegation
- Responsibility and accountability
- Questions a leader should ask in this role.

4. MODELING: BUILDING TRUST WITH OTHERS IS THE HEART OF EFFECTIVE LEADERSHIP

- Effectiveness and efficiency
- The circles of trust
- Competencies of a leader.
- The essential balance between character and competence
- Characteristics of Leadership:
 - Authenticity
 - Desire to Serve Others
 - Empowering
 - Guided by Heart, passion and compassion
 - Recognize their shortcomings and work hard to overcome them.
 - Lead with Purpose, meaning and values.
 - Build Enduring Relationships with people.

- Clear about Where They Stand.
- Refuse to Compromise, when principles are tested.
- Develop Themselves
- **Interpersonal and intrapersonal skills**
 - Dealing with people as individuals
 - Self-awareness
 - Communicating effectively
 - Trying to understand, then to be understood
 - Empowering the followers
- Questions a leader should ask in this role
- The role of leadership in the organization
 - Leadership in the organizational context
 - Leaders and Managers- Different roles.
- Using influential behaviors to manage diverse people
 - Managing the systems and processes but leading people
 - Appreciating diversity
 - Building on people's strengths
 - The area of best development is the area of strength of followers
 - Making the difference in people by making them successful.
- Applying the roles of Leadership
- The Individual Action Plan for the Leader.

LEARNING OUTCOMES

At the end of the training, participants should be able to:

- Lead the organisational team
- Work with organisational strategy
- Create and share a vision for team members
- Give positive feedback
- Empower team members to make decisions to support the corporations objectives
- Lead with integrity, trust and accountability.
- Develop Win/Win agreements with their peers
- Focus their energies on the effective leadership roles.

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