

Transition to Leadership

Course outline

Audience

Transition to Leadership is a workshop aimed at managers in the Life Science sector who have recently moved to, or are about to move to, a more senior leadership role.

Potential participants will likely manage a team of line managers or project managers, or both, and have responsibility for a function or department and may occupy a seat on a senior level leadership team.

Duration - One day (supplemented by two 30-minute phone conversations with a course tutor in advance of, and as follow-up to the course, at mutually convenient times).

Objectives

The workshop is highly interactive and practical, and is aimed at developing delegates' leadership style and skills beyond the tactics associated with day-to-day people management.

At the end of the workshop, participants will: -

1. Understand the value and nature of emotional intelligence and how it lays the foundation for leadership effectiveness and success.
2. Have a deeper awareness of their individual leadership style through the Myers Briggs Type Indicator (MBTI).
3. Appreciate the need to adapt their leadership style according to different business needs and be able to apply Goleman's 6 leadership styles appropriately.
4. Know how to stay authentic whilst adopting different styles for the situation or task at hand.
5. Have explored how to combine strategic thinking, with influencing and change skills to achieve ownership by their staff: the ingredients for inspirational leadership.
6. Have a personal action plan for implementing broader leadership behaviours and practices: including how to address any potential stallers or blockers to implementing these goals at work.

Content

This 1-day workshop will involve input, facilitated discussion and group work covering the following content: -

1. Emotional Intelligence and the link to leadership effectiveness.
2. Making the transition to leadership successfully through '7 seismic shifts'.
3. Leadership Styles and approaches – participants will receive a 30-minute pre-course phone de-brief on their MBTI profile and an MBTI profile report outlining their relative strengths and blind spots.
4. Discussion and application of the MBTI leadership profiles and D. Goleman's Leadership styles model, as frameworks for developing leadership capabilities.
5. Authentic Leadership and staying true to self.

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6. The role of the leader as a strategic thinker, responsible for aligning individuals and teams around mission and goals.
7. Influencing techniques and effective change management.

Follow-up

The acquisition of new skills is just the beginning – structured and meaningful follow-up will help to ensure greater likelihood of lasting behavioural change.

Each delegate on Transition to Leadership will: -

1. Create a personal action plan
2. 'Buddie up' with another participant to create a partnership for post event support and challenge
3. Be sent a reminder card in the post 7 days after the course to reinforce their personal actions from the course
4. Have the opportunity of a 30-minute follow-up call with the tutor (4 weeks after the event) to review successes and help with any ongoing leadership challenges
5. Be encouraged to take the outcomes and lessons from the course into a development discussion with their manager: to consider adding a leadership based development goal to their personal development goals.

Availability and cost

Participants can join one of the open programmes, or alternatively, the course can be delivered in-house.

Please get in touch with the training provider at info@riverrhee.com, tel +44 (0) 7876 130 817