

# Leadership Development

## Background

What is vital to the success of any organisation? Talent management has always been one of the most critical priorities in human resources. It prepares organisations to develop high performers, individuals and leaders to lead the company to drive business performance and goals.

A good training is very important for organisational development and success. Opportunities for learning, developing leadership, and making improvements need to be systematised without stifling the enthusiasm of emergent leaders. Employees who feel appreciated and challenged through training opportunities may feel more satisfaction toward their jobs.

Our series of short leadership development programmes can help you in developing and retaining leaders within the organization. We advocate the importance of framing and contextualising each training with the message to empower and equip each employee to be more productive, motivated and effective in their work.

Our series of leadership development programmes cater to **new leaders**, **team leaders** and **senior leaders**. Our framework supports short, medium and long term in creating and developing key traits of leaders in your organisation.

## **Leadership Development for NEW LEADERS**

### **Programme Title - Core Leadership Traits**

Building effective management skills can help your managers and your organisation succeed even in challenging economic times. Managers can make or break an organisation. Their unique role in the organisation's success cannot be overlooked; managers have a large influence on employees' behavior, efforts and performance through the use of effective management skills. Without skilled managers, teams don't function efficiently, employee morale suffers and productivity drops. Yet many people often find themselves thrust into managerial positions before having the chance to develop the skills and know-how to perform well in the role. This programme is specially designed to equip participants with the skills to engage and drive performance through others.

At the end of the two-day programme, key takeaways for the participants –

- Understand different leadership styles
- Implement strategies to manage and reward performance
- Lead, manage and motivate others
- Manage conflict
- Influence decision making
- Manage workforce diversity
- Demonstrate commitment to self-development on own leadership style

### **Intended Audience**

Newly promoted managers, team leaders and high potential talents who require the knowledge, skills and tools to transit from an individual contributor to a leader of other people.

### **Learning Methodology**

The training will be activity-based and interactive with experiential and accelerated learning which includes lectures, group discussion and exercises. Participants will be engaged for optimal and intensive learning.

## **Programme Title - Lead For Higher Performance And Accountability**

Your organisation's success depends on the commitment of each and every member of your employees and teams. Our programme equips leaders with the knowledge, skills and tools to manage team performance towards better results and accountability. And also how a leader can overcome underperforming teams through authentic leadership.

At the end of the two-day programme, key takeaways for the participants –

- Appreciate what is Team Performance Management
- Identify team behaviours leading to business success
- Use process to change behaviours
- Develop performance coaching relationship
- Diagnose root causes of performance problems
- Tips in managing underperforming teams
- Keep your team energised under different environments
- Identify ways to celebrate success

### **Intended Audience**

Suitable for emerging, new and existing managers who want to improve and achieve better team performance in maximising relationship and results in the organisation.

### **Learning Methodology**

The training will be activity-based and interactive with experiential and accelerated learning which includes lectures, group discussion and exercises. Participants will be engaged for optimal and intensive learning.

***Contact us for appointment***

***Tel: 6749 9828    Email: [enquiries@businessfuture.com.sg](mailto:enquiries@businessfuture.com.sg)***