

DYNAMICS OF LEADING™

Introduction

There has probably been more written about the topic of leadership, than any other subject in business or management. And, a more recent paradigm is to differentiate Leading from Managing. Sometimes we find people who are great managers, but not so good at leading, and vice-versa, people who are great leaders, but not so good at managing. This gives rise to the often asked question ‘are leaders more born or developed’.

Research shows that it can be both, but if the basic innate traits do not exist, then there is not enough raw materials to develop. Further studies show there is a strong, correlation between certain personality, traits and effective leadership.

That’s personality - which is more ‘inborn’ – and to a great extent, style comes from this. However, culture is another major influence on style. There are some distinct differences between Asian and Western leadership styles.

There are some of the core issues that are addressed in this workshop.

Learning Objectives

By the end of this program, participants will

- Understand how, personality, gender and culture influence thinking, emotional and learning styles.
- Recognize a range of different thinking styles and types related to this program.
- Understand the core concepts of the science and art of leadership
- Appreciate how differences in gender influence leadership style
- Know the difference between Leading and Managing and discover that leading is more ‘right brained’
- Explore the concept that a leader’s charisma, personality and natural style is more nature than nurture
- Understand that some aspects of leading and leadership style can differ in Asian and Western cultures
- Understand the role that motivation plays in leadership
- Assess their own level of competence as a leader – in terms of knowledge, skill, talents, attitudes and values
- Produce an action plan to develop superior leadership competence.

Workshop Contents

- Influence of Personality, Gender and Culture on Thinking
- Leadership: An overview
 - Defining leadership
 - Leadership as both a science and art
 - Leading as more right brained
 - Managing as more left brained
 - Alignment of vision, values, mission and purpose
- Leading versus managing
- Your job as a leader and / or a manager
- Leaders: Born or made
 - Nature versus Nurture
 - Learning to Lead
 - Qualities of Leadership
- Leadership and Personality
 - Intelligence, talent and traits
 - Motivation, Drives, and charisma
 - Leadership styles
- Leadership Motivation
 - Leadership and Motivation are inseparable
- Cultural models of leadership
 - Asian versus Western models
 - Individualism versus Collectivism
 - Hierarchy versus Egalitarianism
- Leadership style and gender differences
- Other Leadership Theories and Models
- Assessing future leadership development needs
- Personal Development Action Plan (PDAP)

Workshop Methodology

A key and unique feature of this workshop is that all participants will complete a personality traits survey form, resulting in a detailed personality profile. This will enable participant’s to discover their own preferred cognitive and emotional styles, which in turn can strongly influence the dynamics of thinking and learning relating to this workshop .

Workshop design incorporates a variety of methods to both stimulate active learning and appeal to the mix of participants preferred learning styles. Building on participant personality profiles, a number of interactive exercises, games and group discussion help them to understand the different thinking skills needed. Where appropriate, selected multimedia, video or power point visuals augment a comprehensive manual of notes. The workbooks are professionally laid out, appealing to the learner and capturing key learning points and post workshop actions

Workshop Duration

This can be designed as a 1, 2 or more intensive 3 day workshop, subject to client’s needs.

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