



PROFESSIONAL  
EFFECTIVENESS

# Developing Leadership

## DESCRIPTION

This course, entitled "**Developing Leadership**", was developed for those who currently or potentially have a leadership role.

It presents an overview of the concepts and skills required for first-level leaders to develop their leadership in its theoretical and practical application. Participants in this training will learn to recognize and adopt the attitudes, skills and behaviors required to be and act as leaders.

## OBJECTIVES

ALLOWING THE PARTICIPANT TO:

- Encourage the use of appropriate skills to develop leadership;
- Know their role;
- Be able to adopt appropriate leadership styles.

## COURSE CONTENT

### UNDERSTANDING LEADERSHIP

- Introduction
- Management vs Leadership
- Leadership
- What is Leadership ?
- What does a great Leader do ?

### IDENTIKIT OF A LEADER

- Self-Management
- Proactivity
- Effectiveness
- Self-confidence
- Communication
- Assertiveness
- Interdependence

### ENSURE COORDINATION

- Legitimation (necessity, usefulness, interest)
- Energy (endurance, pace, progress, success)
- Proximity (connection, relational availability)
- Relational climate (conflicts, pessimism, authority)
- Example (confidence, credibility, influence)
- Care (attention, symmetry of relations)
- Cohesion (interdependence, negotiation)

### THE ROLE OF A LEADER

- Leadership Styles
- Directive or social Leadership?
- Level of preparation and level of professional maturity?
- Development Cycle
- Situational Leadership

### PERSONAL ACTION PLAN



## COURSE SPECIFICATIONS



### FORMAT

- In-house



### DURATION

Training is given in a one day (6 hours).

(The content and the duration of this session can be adapted for a personalized on-site training.)



### TARGET AUDIENCE

This training is designed for team managers (team leaders, supervisors, ...) who must lead and supervise a team. Whether newly promoted, already in the position or wishing to acquire this skill for a successful future transition.



### DELIVERY METHOD

Instructor-led, group-paced, classroom-delivery learning model with structured, hands-on activities. Participants' experiences are used as support to put new notions into action.

Highly personalized and interactive approach, the groups are limited to 15 participants.



### LANGUAGE

Available in:

- French
- English



### CERTIFICATION

Training Certificate



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