

Leadership II – Management Skills Course

Purpose: *Leadership II* is a learning experience designed to continue developing the leadership insights gained from the Leadership Skills course.

The first Leadership Skills Course is focused on deepening the participants understanding of individual style and the strategies used to lead others. Through team leadership activities participants demonstrate leadership styles. The course includes a number of personality inventories including a 360 Feedback instrument. The 360 Feedback is a key tool for gathering information from others. An individual development plan is created and shared with your superior upon returning from the workshop.

Leadership II follows up with another 360. This 360 will assess current feedback and then make a direct comparison to the feedback from the last 360 and the development plan's results. A new development plan is then created.

Leadership II continues to deepen the participants understanding of leadership styles then shifts the focus to direct reports and the leadership required for each of them. Participants will assess the current talent of their reports and the performance development needed for each of them.

Key skill areas focused on in this workshop include:

- Individual Leadership Skills Testing, Learning Styles, Communication Styles
- Team Assessment– Skills, Goals, Individual Development Needs
- Coaching skills– Team Assessment
- Performance Management / Motivation

Expected Benefits:

As a result of successfully completing this course, participants will:

- Get more feedback about their strengths, weaknesses and abilities from completing a second 360 degree feedback instrument.
- A direct comparison will be made between feedback from the first Leadership Skills Course and the current feedback.
- Complete a Leadership Test with feedback comparison to benchmarked data.
- Learn advanced communications methods based in Neuro Linguistics.
- Specific coaching methods for driving performance.
- Learn a project planning process through an experiential activity.
- Complete DISC Profile, Kolb Learning Style Inventory and a Team Skills Assessment
- Participants will create a detailed performance development plan based on their unique skills, strengths, weaknesses, styles and interests

Length: 4 days

Participants: 12

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