

Leadership Skills Training Programme

Leadership is a quality that is often shrouded in mystery. Frequently, individuals are placed in leadership roles when they have no idea what leaders truly do. Today's leaders have greater challenges than ever before as they unlock human potential in their organisations and deliver results. Kuhnke Communication's leadership programmes help individuals achieve those aims and provide participants with a practical leadership tool-kit. As a result of our programmes participants leave with skills to::

- Develop an effective strategy to achieve business goals
- Apply Emotional Intelligence in their interactions with others
- Develop a dynamic approach through enhanced strategic creativity
- Broaden the understanding and impact of corporate change to increase individual influence
- Communicate effectively to achieve strategic goals
- Use the key functions of strategic leadership

The core training modules are:

1. Change Management

1 Day

Understanding corporate culture:

- The structural aspects
- The behavioural aspects
- The human aspects

Adapting corporate culture:

- Developing a toolkit for change
- Understanding the cultural web
- Linking with emotional intelligence

2. Developing Strategic Leadership

2 Days

- The roots of leadership
- The development of leadership
- Current perceptions of strategic leadership

The leadership/management debate:

- People and process issues
- The integrated approach to deliver results

Levels of leadership:

- The capabilities required at the strategic level
- The difference between strategic leadership and strategy

Qualities and capabilities of strategic leaders:

- Illustration through case studies
- Review of strategic capability

Developing specific leadership qualities:

- Reviewing the traditional and current approaches to leadership
- Developing a leadership style

3. Leadership Communication & Personal Presence

1 Day

Awareness and Action:

- Exploring how culture, values and perceptions impact on communication.
- Means of communicating messages to reflect individual perception, resulting in positive outcomes.
- Behaving in ways that lead to successful communication.

Beliefs and Behaviours:*

- Exploring beliefs and how they influence behaviour.
- How behaviour including voice, words and body language reflect beliefs and the bearing they have on communication.

Confidence and Credibility:*

- Discover what makes individuals credible
- Explore ways of developing confidence

- Communicate with clarity, confidence and conviction
- **Project the Authentic Self at its best**

4. Leadership and the Team

1 Day

Performance aspects at the strategic level:

- Developing vision, goals and objectives
- Creating corporate identity and alignment
- Working with individual influencers

Effective strategic influencing skills:

- The characteristics of effective persuasive leaders
- Understanding methods of persuasion
- Profiling others

Building the top team:

- The nature of the top team
- Accepting diversity and challenge

The key functions of strategic leadership:

- Putting strategy into action
- Personal leadership planning

Identifying tomorrow's leaders:

- Practical approaches
- The challenges for the future

Duration: 5 Days (Full Course) or Modular as required

Number of Candidates: 10 - 12 people

Kuhnke Communication...Clear, Confident, Committed.

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