

Module 1

Module 2

Module 3

Module 4

4-6 weeks

4-6 weeks

6 month

Management and Leadership Development Programmes

Organizations put different demands on their managers. Managers can have different degrees of authority and limitations, different possibilities as well as shifting expectations put upon them by others and themselves. However, there is one thing that all managers have in common and that is responsibility: responsibility to attain a certain result and responsibility to be as effective as possible within the framework of their work. The best way for a manager to be effective is to utilize good leadership. When this happens, the effectiveness is felt through the people the manager is leading. The people within the organization then grow and this effectiveness increases.

Course Description

In order for you to have the maximum opportunity to develop during this course, the training is divided into three main areas, each of which is three days. Between these periods, you are working actively to form conclusions, tips and ideas in your daily life. This methodology does not only allow you to get more knowledge, but also to reach concrete results along the way. The training is heavily anchored in the daily routines and issues of the participants. You will receive solutions and methods connected to your own reality. You will develop throughout the process and will notice a difference during the course. Your individual leadership will change and improve.

3 days

Module 1: Communication and motivation

3 days

The first module focuses on communication, motivation and different types of discussions. You are trained in communicating effectively and in decisive aims. For example, you learn to master coaching discussions, investigative discussions, discussions regarding setting limitations and the ability to steer communication through the right method of asking questions. During the first module, you also learn conflict management and different strategies for solving conflicts.

Module 2: Interaction and group dynamics

The second module goes one step further. Individuals interact and form groups. Groups have an inherent dynamic and put demands on the manager so that he/she must adapt his/her leadership to the group's need for leadership. You learn to adapt your leadership to the situation based on the dynamics of the group, but also on the employees' competence and desire to do their work. You learn to create your own leadership environment based on the needs of your own organization.

Module 3: Role play and self awareness

3 days

After building up your knowledge, practicing and trying out new behaviours during module one and two, you are now ready for more difficult challenges—module 3, the test. You train both acquired knowledge in more difficult and more specific situations, and go deeper into building your self awareness. The training goes through difficult situations that are taken from the daily work of the managers. We reach a greater degree of self awareness by doing a personality inventory as well as taking and giving feedback.

Module 4: Follow-up

1 day

Module four, day 10, is a voluntary follow-up day with focus on an exchange of experiences and networking. The agenda for the follow-up day is flexible and is decided based on the group's needs and requests. Mindset supplies the trainer and facilities and covers the cost for lunch.

Individual action plan

During the course, an individual action plan is created specifically for you as a participant. The action plan is based on the experiences that each course participant feels is most important. The most important lessons are documented and prioritized at the end of every module. These lessons are the foundation for the individual action plan, which is followed up continually throughout the training.

DiSC®

The DISC Profile is a nonjudgmental tool for understanding behavioral types and personality styles. It helps people explore behavior across four primary dimensions. Understanding behavioral styles benefits personal and professional relationships by improving communication skills and reducing conflict. Imagine being able to better understand what motivates people and being able to recognize how to effectively deal with others.



Course Duration
10 (3+3+3+1) days.

Pre-Requisite Learning
Experience in leading & directing teams required.

Would you like this training adapted to your needs? Contact us for a proposal.

For course dates, booking and information, contact us on www.pm-ideas.net or +27 (0) 11 706 6684.

All our training programmes can be delivered on your site or at pm.ideas training academy.

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