

HIGH PERFORMANCE LEADERSHIP

Enabling Extraordinary Performance in a
Constantly Shifting World

22 - 26 Aug 2022	Dubai	US\$ 5,350
05 - 09 Dec 2022	Dubai	US\$ 4,350
27 - 31 Mar 2023	London	US\$ 5,350
21 - 25 Aug 2023	Dubai	US\$ 4,350
04 - 08 Dec 2023	Dubai	US\$ 4,350



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About the Course

In today's hyper-competitive world, developing a high-performance culture isn't a 'nice to have' - it is the key differentiator between organisations that thrive and lead in their particular fields - and those who fall behind, or worse, cease to exist.

However, high performance in the workplace does not develop by chance - it is the result of the deliberate, skilled actions and behaviours of the men and women who lead the teams and individuals who innovate, develop, market, and sell the organisation's products or services, and who maintain and manage relationships with its clients and other stakeholders.

In this intensive, 5-day High Performance Leadership training course, the delegates will become masters of high-performance development within their sphere of influence - within their immediate team, department, division, or the entire organisation. They will discover how to lay solid foundations by fostering a climate that enables high performance and learns specific driving performance techniques at a team and individual level. The delegates will also learn specific performance-building skills such as coaching, driving clarity, providing effective feedback, and engaging their teams with an exciting vision and purpose.

As a result, it will be able to create the space within which high performance can occur and utilise the skills and techniques needed to inspire high performance within their organisations consistently.

Core Objectives

Delegates will achieve the following objectives:

- Develop the foundation for high performance leadership: self-awareness
- Grow confident in leveraging high performance Leadership Styles
- Identify and utilise the levers that underpin a high performance climate
- Discover how to transform 'good' teams into high-performing ones
- Coach individual contributors to deliver extraordinary performance
- Drive High Performance in the face of constantly shifting environments

Training Approach

This High Performance Leadership training course is driven by a blended learning approach and draws on various adult learning techniques such as action learning, experiential exercises, group discussions, video case studies, role play and self-reflection activities. The resulting variety helps delegates stay engaged throughout the course, feel challenged and draw quick wins for their development. It also ensures delegates are exposed to ample opportunities to apply what they learn to the real-world challenges they face back in the workplace.

The Attendees

This High Performance Leadership training course is suitable for anyone responsible for the performance of teams and/or individual contributors within their organisations, such as First Level Managers and Leaders, Mid-Level Leaders and Senior Leaders from a variety of disciplines, including sales and marketing, product innovation, development and engineering, as well as support functions such as legal, finance and HR.

Likewise, it will be valuable to the professionals but not limited to the following:

- Sales and Marketing Managers
- Project Managers who lead teams
- Finance, Legal or HR Managers
- Managers in the fields of product innovation, development or engineering
- Division or Branch Managers
- Managing Directors

DAILY DISCUSSION

DAY ONE

PERFORMANCE STARTS WITH YOU - THE LEADER

- Understanding the profound challenge of leadership
- Leadership, Management, and 'Living in the Middle'
- Harnessing the incredible power of Emotional Intelligence & Self-awareness
- Understanding how you lead: The CORE Leadership Styles Model
- Situational Leadership: How to create the impact that makes a difference?
- The ABCD Model: Strategies of highly effective leaders

DAY TWO

CREATING A HIGH PERFORMANCE CLIMATE

- Understanding the key enablers of high performance at work
- Driving clarity and minimising ambiguity
- Using the Transformative Power of Autonomy
- Fostering high-functioning relationships and team dynamics
- Setting inspiring Goals, Vision and Direction
- How to connect 'people' with 'purpose'?

DAY THREE

DEVELOPING HIGH PERFORMANCE IN INDIVIDUALS

- Differentiating between Performance Management and Performance Development
- Setting Performance Expectations
- The psychological 'switch' that creates accountability
- How to utilise the power of effective feedback?
- Influencing others for performance
- Mastering the 3 Stages of the High Performance Development Model

DAY FOUR

THE ART OF HIGH PERFORMANCE COACHING

- Coaching for Performance - The fundamentals
- Understanding the difference between Coaching, Teaching, and Mentoring
- Using the GROW model to drive high performance in individuals
- The three fundamental skills of successful coaches:
 - Connecting
 - Active Listening
 - Skilled Questioning
- Dissolving interference: How to deal with obstacles to high performance?

DAY FIVE

CHANGE AND PERFORMANCE - HOW TO THRIVE IN CONSTANTLY SHIFTING ENVIRONMENTS

- Techniques for dealing with the effects of uncertainty
- Leveraging the Kübler-Ross change curve
- How to manage adverse team reactions to change?
- The four (4) essential styles of communication when leading people through change