

## Leadership Development

### **UNDERSTANDING LEADERSHIP STYLES**

#### **MODULE DURATION - 4 WEEKS: 18-24 HOURS**

##### Learning Objectives

- Become familiarized with different leadership styles while understanding the strengths and weaknesses of your leadership style
- Re-adjusting your approach to what is most appropriate for your workplace

##### Learning Outcomes

- By the end of this module, the trainees will have a clear sense of what leadership style effectively aligns with their own team
- They will also have a clear strategy on how to move from their current leadership style to their ideal approach

### **UNDERSTANDING PEOPLE'S MOTIVATION**

#### **MODULE DURATION - 2 WEEKS: 10-14 HOURS**

##### Learning Objectives

- Develop the essential skills to create a psychologically safe space for the team to speak
- Being able to listen actively and ask powerful questions in order to understand what drives your team at work

##### Learning Outcomes

- By the end of this module, the trainee will be able to practice the essential tactics to become a better listener and to ask the right question at the right time in the right way in order to take the best course of action based on individuals' differences

## **EFFECTIVE COMMUNICATION**

### **MODULE DURATION - 4 WEEKS: 16-20 HOURS**

#### Learning Objectives

- Develop the essential skills to have successful and powerful conversations based on each situation and individual

#### Learning Outcomes

- By the end of this module, the trainee will be able to communicate expectations and boundaries effectively while being equipped to have difficult conversations for further growth

## **DRIVE & NURTURE GROWTH MODULE**

### **DURATION - 4 WEEKS: 18-25 HOURS**

#### Learning Objectives

- Develop the essential skills to think and reflect critically in order to be able to have constructive growth conversations

#### Learning Outcomes

- By the end of this module, the trainee will be able to reflect on a situation critically and remain objective while providing constructive feedback

## **GOAL SETTING & TRACKING PROGRESS**

### **MODULE DURATION - 2 WEEKS: 10-14 HOURS**

#### Learning Objectives

- To understand what tactics to use to keep your team engaged and motivated in order to achieve the desired goals

#### Learning Outcomes

- By the end of this module, trainees will have a strategy to identify their team's motivators and an idea of which approach to use to address these, in order to drive an engaged team

## **CRISIS MANAGEMENT**

### **MODULE DURATION - 4 WEEKS: 18- 25 HOURS**

#### Learning Objectives

- Identify what types of crisis could affect your organization
- Learn to develop a plan and appropriate leadership skills during a time of crisis and unexpected event

#### Learning Outcomes

- By the end of this module, trainees will be able to identify what type of a crisis might affect their organization and be able to prepare proactively
- Trainees will also be able to develop effective communication and leadership skills with their team during a crisis

## **Assessment Method**

Assessment of student's progress will be a combination of:

- reflective exercises
- homework assignments
- review of concepts
- participation during sessions