Professional Development Training

The purpose of the professional development training is to make leaders competent to function effectively and manage and influence the employees. It assists in organizing and synthesizing complex ideas into a tapestry of words and images. It also aid in improving the critical skill- visioning process and eventually aiding in analyzing the past, understanding the present and exploring options to craft a clear future vision.

1. **Focus:** Achievement or striving for success is the purpose or focus of any task. For successful achievement goals should be well defined. Thus, an influential leader should possess a well-defined goal. This suggests a leader should be able to set effective goals and to stick to it until the goal is reached. If there are no set goals or targets, then the individual would act to the spur of the moment and there would be a drifter mind-set. Therefore, clarity or focus is one essential skill of the leader and the leadership program aims at developing this quality.

2. **Communication:** It is essential a leader can influence and inspire others. One basic skill required is excellent communication skill. All great leaders have turned out to be excellent orators. A leader should be in a position to explain his opinions, goals and ideas to others clearly and make others work in accordance to it so there is no disagreement. This helps in avoiding miscommunication and issues arising due to it. Excellent communication is a *must-have* skill.

3. **Prioritizing, planning, delegating:** Next important skill for an effective leader is the ability to cleverly analyze the various possibilities. The leader must be able to carefully list all different facts and prioritize them; he should be able to plan extensively each step that the goal is achieved efficiently. For effective achievement of goals, the leader should be able to learn strengths and weakness of the group and delegate tasks in a way that it taps the strengths of each of them. The program include sessions to improve these skills in the potential and competent employees.

4. **Rationalizing Conflict:** The leader is someone who must ensure there is harmony in the group. He must be tactful to identify issues at budding stage and resolve it to avoid conflict. Understanding the differences in personalities of group members and making path for them to complement each other would foster cohesive environment. Group members working in unison helps them to be focused on the goal and contributes to increased productivity.

5. **Inspiring and motivating:** One unique quality for a successful leader is to inspire and motivate self and others. The effective leader is one who remains stable and resilient to challenges, aware of self and clear with their goals. Also, it is essential that he inspires his employees and keep them motivated by developing their confidence and acknowledging their efforts. The program ensures these needs are met and thus making competent and potential leaders stand out from others.

FACILITATION PRACTICES FOR LEADERS

- Develop core leadership facilitation skills through practice and feedback.
- Gain strategies for starting any group interaction and maintaining **civility**.
- Learn to structure empowerment and responsibility when using group decision making.
- Practice strategies for dealing with resistance and distractions.
- Experience intervention tools for bringing projects and teams back on track.
- Learn how to manage group energy and ensure full participation.
- Use a planning tool to ensure effective group interaction and results.
- Leave the program prepared to apply the leadership practices and become more effective.

SYSTEMS THINKING PRACTICES FOR LEADERS

- Learn the value of systems thinking as an essential practice for citizen/public leaders.
- Learn to use systems mapping for: diagnostic understanding of the current reality, strategic resource investments, briefing others, building the team, and coaching individuals.
- Discover how assumptions and beliefs (mental models) play a significant role in what we see and hear and how this affects the organizational systems.
- Understand accumulations and delays as a means of developing leadership capacity for foresight and intervention.
- Learn to use systemic inquiry to help teams think about intended and unintended outcomes of their decisions.
- Understand the purpose of public leadership as it relates to the Tragedy of the Commons systems map.
- Gain significant progress in mapping a specific workplace challenge.

STRATEGIC ALIGNMENT FOR HIGH PERFORMANCE

- Learn the importance of a whole system approach to organizational performance.
- Learn how to create inspirational work environments and to overcome structural barriers to achieve results.
- Learn what is required when complexity increases, external conditions shift, and systems/structures do not support your goals and mission.
- Learn the importance of strategic leadership partnerships and interdependent leadership skills.
- Learn to write outcome based critical job elements that identify the end-users, measures, indicators, and assumptions for work and stretch goals.
- Learn how to write an outcome-based strategy for your unit that is aligned with your organization

WHO SHOULD ATTEND?

- Senior to Executive-level managers whose success depends on leading teams
- Mid-level managers whose teams interact across different parts of the organization

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