



an eegis company

بروجاكس للتدريب والتطوير
Projacs Training and Development

The Vision, Leadership and Change

الرؤية، القيادة والتغيير

25 – 29 November 2019

Barcelona / Spain

A Member of:



PROJACS ACADEMY



ProjacsAcademy.com



Introduction

A strategic leader must develop sensing networks, expand the target audience, gather and broaden the power base, alert the organization that change is coming, actively manage the planning and execution processes by linking every day-to-day action to the vision for change, continually communicate the vision for change to key internal and external constituencies, know about and plan for overcoming resistance, and be prepared for unexpected but necessary mid-course corrections.

What type of change is needed? The answer depends on the nature of changes in the environment, how well strategic leaders have scanned the environment and anticipated the need for change, and the nature of the organization itself

Objectives

By the end of this course practitioners shall learn to:

- Be a leader with a vision, not just a manager
- Look beyond the leadership stereotypes
- Understand Situational Leadership
- Influence with passion and empower others to act
- Communicate with confidence and clarity so you are always understood
- Use creative problem solving & decision making methods
- Improve your influence by developing listening and questioning skills
- Give feedback to inspire greater performance with engagement and buy in
- Identify and manage conflict within the team
- Lead and motivate your team in a changing environment
- Learn about effective change management strategies
- Understand and recognize individual motivators for change and how to use them
- Recognize that everybody's personal change journey will be different
- Develop a change management & communications plan
- Gain skills required to lead a change project, celebrating a successful change and sharing the benefits and results with all staff
- Master strategies to align people with change, appealing to emotions & fact
- Understand the importance of resiliency in the context of change
- Learn to foster resiliency throughout a change project
- Understand the importance of flexibility and how to foster this strategy throughout a change project

Course Outline

Leadership Defined

- The Definition of Leadership
- Leadership Characteristics
- Leadership Concepts
- A Brief History
- 3 Common Leadership Theories

Approaching Leadership Concepts

- Which Style Fits Best?
- Evolving Your Approach
- 10 Proven Leadership Concepts

The Situational Leader

- The Situational Leader: Conversations
- The Situational Leader: Coaching
- The Situational Leader: Involvement
- The Situational Leader: Delegation

Your Individual Inventory

- Kouzes and Posner Theories
- Your Individual Inventory
- Planning for Success

Sharing Inspirational Visions

- Documenting Your Vision
- Sharing Your Vision
- Understanding the Impact

Be an Inspirational Innovator

- Thinking Outside the Square
- Finding Internal Innovation Skills
- Continuously Improving
- Champion Change Management

Empowering Others to Take Action

- Fostering Continuous Improvement
- Building Respect and Trust
- Trust is a Key Component

Becoming an Empowered Leader

- Assertiveness Required
- Conflict Resolution Planning
- Getting "Buy In"
- Make a Decision

The Art of Influencing Others

- Persuasion is an Art
- Influence Explained
- Having a Real Effect on Others

Communicate with Words

- Active Listening Skills
- Powerful Questioning Techniques
- Communication with Intention

Communicate with Body Language

- Body Language Explained
- What is Your Body Saying?
- Learn Best Practice Articulation

Giving Constructive Feedback

- What is a Feedback Sandwich?
- Delivering Constructive Assessments
- Managing Toward Positive Change

Goal Setting for Success

- Goals in the GROW Model
- Where Should the Goals be Focused?
- SMART Goals Explained

Training Method

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a binder containing a copy of the presentation
- slides and handouts
- Post-assessment

Program Support

This program is supported by interactive discussions, role-play, and case studies and highlight the techniques available to the participants.

Schedule

The course agenda will be as follows:

- Technical Session 08.30-10.00 am

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|---------------------|------------------|
| • Coffee Break | 10.00-10.15 am |
| • Technical Session | 10.15-12.15 noon |
| • Coffee Break | 12.15-12.45 pm |
| • Technical Session | 12.45-02.30 pm |
| • Course Ends | 02.30 pm |

Course Fees*

- **3,950USD**

**VAT is Excluded If Applicable*

مقدمة

يجب على القائد الاستراتيجي ان يقوم بتوسيع قاعدة السلطة ، وتوسيع الجمهور المستهدف، و تنبيه المنظمة أن التغيير قادم،و إدارة عمليات التخطيط والتنفيذ من أجل التغيير، التواصل و العمل باستمرار على إيصال رؤيته للتغيير للدوائر الداخلية والخارجية ، معرفة وخطة للتغلب على المقاومة، وان يكون على استعداد لا تغيرات غير متوقعة ولكنها تحتاج الى التصحيح.

ما نوع التغييرات المطلوبة؟

ان الجواب يعتمد على طبيعة التغييرات ، ومدى قدره القائد الاستراتيجي وطبيعة المنظمة نفسها

أهداف البرنامج

في نهاية هذه الدورة المتدربين سوف يتمكن المتدربون من:

- كيف تكون قائد عنده رؤيه وليس مجرد مدير
- النظره وراء الصور النمطية للقيادة
- فهم القيادة الظرفية
- التأثير وتمكين الآخرين
- التواصل مع الثقة والوضوح بحيث يمكنك فهم دائما
- استخدام الاساليب الابداعيه لحل المشكلات و صنع القرار
- تحديد وإدارة الصراع داخل الفريق
- قيادة وتحفيز الفريق
- التعرف على استراتيجيات فعالة لإدارة التغيير
- فهم والتعرف على المحفزات الفردية من أجل التغيير وكيفية استخدامها
- تطوير وإدارة التغيير
- اكتساب مهارات المطلوبة لقيادة مشروع التغيير،