



## Performance Focused Leadership

تقنيات الإدارة والقيادة المرتكزة على تحسين وتفعيل الأداء

14 – 18 July 2024

Bahrain

## Introduction

The nature of today's changing business environment provides an unprecedented challenge for many organizations, in both the private and public sectors, which is all about how we deliver high performance through our people? This course will focus on the latest thinking and practice in performance management and how to manage people to deliver to their optimum levels of achievement. Investing in leadership development is the key to delivering sustainable improvements in competitiveness and business performance.

## Objectives

- To introduce the concepts of leadership theory and “emotional intelligence” and the role in developing high performing leaders.
- To provide delegates with tools and techniques for enhancing self-awareness and team leading ability.
- To explore and gain understand of leadership styles.
- Understand how motivation is a key to high performance organizations.
- To explore and enhance team development and leadership skills.

## Who Should Attend?

This course will be delivered by a qualified professional expert in the field of Organizational Management and of Human Resource Management training and consultancy services. The target audience to represent the management as well as the top-management levels of the companies. However, any person who has an interest to develop his/her skills in these specific areas is eligible to attend this program.

## Course Outline

### Day One

#### **Personal development as a manager and leader.**

By the end of this Day you will be able to:

- Assess and plan for personal professional development
- Plan for the resources required for personal professional development
- Implement and evaluate the personal development plan
- The Day focuses on continual self-development, reviewing current skills and competencies, identifying development opportunities; personal development plan; securing resources and discuss the processes to support a personal development plan.

### Day Two

#### **Performance management**

By the end of this Day you will be able to:

- Identify and agree performance objectives
- Assess performance and provide feedback
- Understand performance support for improvement
- Understand and apply the organisation's disciplinary and grievance procedures
- This second Day looks at the links between individual, team and organisational objectives; how to create an environment of trust and support with others; the performance review process; and the causes of, and how to prevent, conflict.

### Day Three

#### **Leadership practice**

By the end of this Day you will be able to:

- Understand the links and differences between management and leadership
- Understand leadership principles that support organizational values
- Understand and apply leadership strategies to organizational objectives
- During this Day, participants will discuss the concept of managers as effective leaders, as well as evaluating the role of the leader, and examining different leadership styles and their impact on the organization.

## **Day Four**

### **Team Leadership and managing people**

By the end of this Day you will be able to:

- Understand the importance of team leadership and development
- Understand and apply team measurement and team performance metrics
- Be able to manage team development and improvement
- During this Day, participants will discuss the concept of team leaders, as well as evaluating the role of the team leader, and examining different team leadership styles, team player profiles and their impact on the organization.

## **Day Five**

### **Goal Directed Performance Management (GDPM)**

By the end of this Day you will be able to:

- Apply goal directed performance managing of projects
- Understand and apply tools and techniques for GDPM
- Be able to manage project individual, team development and group improvement
- During this Day, participants will discuss the concepts of GDPM and its impact on the organisation.

### 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 7” Tablet containing a copy of the presentation, slides and handouts
- Post-assessment

### Program Support

This program is supported by interactive discussions, role-play, 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   |
| • 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\*

- **3,950 USD**  
*\*VAT is Excluded If Applicable*

## المقدمة

إن طبيعة بيئة الأعمال المتغيرة اليوم توفر تحديًا غير مسبوق للعديد من المؤسسات، في كل من القطاعين العام والخاص، والذي يدور حول كيفية تقديم الأداء العالي من خلال موظفينا؟ ستركز هذه الدورة على أحدث الأفكار والممارسات في إدارة الأداء وكيفية إدارة الأشخاص للوصول إلى مستويات الإنجاز المثلى. إن الاستثمار في تنمية المهارات القيادية هو المفتاح لتحقيق تحسينات مستدامة في القدرة التنافسية وأداء الأعمال.

## الاهداف

- التعرف بمفاهيم نظرية القيادة و"الذكاء العاطفي" ودوره في تطوير القادة ذوي الأداء العالي.
- تزويد المشاركين بالأدوات والتقنيات لتعزيز الوعي الذاتي والقدرة على قيادة الفريق.
- استكشاف وفهم أنماط القيادة.
- فهم كيف أن التحفيز هو مفتاح المنظمات عالية الأداء.
- استكشاف وتعزيز مهارات تطوير الفريق والقيادة.

## الحضور

سيتم تقديم هذه الدورة من قبل خبير محترف مؤهل في مجال الإدارة التنظيمية وخدمات التدريب والاستشارات في مجال إدارة الموارد البشرية. الجمهور المستهدف يمثل الإدارة وكذلك مستويات الإدارة العليا للشركات. ومع ذلك، فإن أي شخص لديه اهتمام بتطوير مهاراته في هذه المجالات المحددة مؤهل لحضور هذا البرنامج.