Projacs
an egis company

بروجاكس للتدريب والتطوير
Projacs Training and Development

Excellence In Vision Leadership & Innovation

التميز في الرؤية والقيادة والابداع في الادارة

30 July – 03 August 2018

Munich / Germany

A Member of:
PROJACS ACADEMY

ProjacsAcademy.com

Introduction

Change comes with hectic environment that critically need Innovation to deal with it and in order to achieve organizational success. As business environments become less forgiving, there are increased stresses on the organization to adapt to innovate. At a time when most organizations are feeling a severe need to be innovative, many find that they are not all that proficient as innovators. This has caused a scramble to identify successful organizations that could serve as templates for enhancing innovation and creativity . Unfortunately, this effort to find other innovators to copy has—for several reasons—not been very successful.

The reason that so many companies and organizations are frightfully poor at innovation is due to the magnifying impact of a dual problem.

Objectives

By the end of this course trainees will be able to :

- Use strategic thinking to achieve most important goals
- Overcome obstacles' to effective thinking in the work place
- Explain and plan to avoid the traps in applying the result of critical thinking
- Have tools and techniques for enhancing self-awareness and team leading ability.
- Explore and gain understands of leadership styles. Understand how motivation is a key to high performance organizations.
- Explore and enhance team development and leadership skills

Who Should Attend?

- Professional
- Human Resource Management
- Training and consultancy services.
- Middle management
- All top-management levels of the companies.
- Any person who has an interest to develop his/her skills in these specific areas is eligible

Course Outline

- **Applied Strategic Planning**

  - Phase One: Planning To Plan
    - Timing
    - Environmental Monitoring
    - Ongoing Implementation Considerations
  - Phase Two: The Values Scan
    - Individual Values
    - Organizational Values
    - Philosophy Of Operations
    - Organizational Culture
    - Stakeholder Analysis

  - Phase Three: Mission Formulation
    - What
    - Who
    - How
    - Driving Forces
    - Mission Statement
    - Unit Mission Statements
  - Phase Four: Strategic Business Modeling
    - Considerations
    - Phase Five: Performance Audit
    - Competitor Analysis
    - Sbu Analysis
    - Other Data
  - Phase Six: Gap Analysis
    - Comparison And Modification
    - Phase Seven: Contingency Planning
    - Key Indicators And “Trigger Points”
  - Phase Eight: Integrating Action Plans
    - Agreement To Share Resources
    - Putting It All Together
    - Phase Nine: Implementation
    - References

- **Leadership**

    - Nature of Leadership
    - Leadership versus Management
    - Leader versus Manager Qualities

- Leadership Traits
- Personal Characteristics of Leaders
  - Behavioral Approaches Ohio State Studies
  - Behavioral Approaches Michigan Studies
  - The Leadership Grid
- Contingency Approaches
  - Fiedler's Contingency Theory
  - Hersey and Blanchard Situational Theory
  - Evans and House Path Goal Theory
    - Definitions
    - Leader Behaviors
    - Situational Contingencies
- Substitutes for Leadership
- Leading Change
  - Transactional Leaders
  - Charismatic Leaders
  - Transformational Leader
- Sources of Power
- Post-Heroic Leadership for Turbulent Times
- A leadership story
- Types of Leadership Style
  - Autocratic
  - Democratic
  - Laissez-Faire
  - Paternalistic
- Theories of Leadership
  - Trait theories
  - Behavioural theories
  - Transformational theories
  - Invitational Leadership:
  - Transactional Theories
  - **Knowledge Leadership**
- Factors Affecting Style

From Vision To Reality: The Innovation Process

- What Is Innovation?
- Where Does Innovation Begin?
- Blocks To Innovation
- The Innovation Process: Six Stages
  - Generating Ideas
  - Capturing Ideas
  - Beginning Innovation
  - Developing A Business-Effectiveness Strategy
  - Applying Business Improvement
  - Decline
- Innovation And Organizations

A Model For Innovation

- Factors Working Against Innovation
- A New Model For Innovation
- Acknowledging The Desire/Need To Innovate
- Protecting The Process Of Innovation From Environmental Stress
    - Clarifying The Opportunity To Innovate
    - Generating Ideas
    - Selecting The Ideas Most Likely To Succeed
    - Firming Up The Idea Or Vision
- Performing A Gap Analysis
- Preparing The Environment To Foster Innovation
    - Developing Action And Contingency Plans
    - Implementing The Action Plan

The Targeted-Innovation Process

- Problem Exploration
- Problem Restatement
- Idea Generation
- Converging And Evaluation
- Implementation Planning

- **What Leaders Need Now Is Innovative Leadership**
    - Why Innovation Matters
    - Innovation Leadership Has Two Components
    - Business Thinking Versus Innovative Thinking
    - Six Innovative Thinking Skills
    - Experiment with Innovation
    - Leadership for Innovation
    - Leadership for Organizational Innovation Requirements
    - A Call for Innovation Leadership
    - About the Authors

- **Innovative Management**
    - Managerial Emphasis
    - Traits Of Highly Creative People
    - How Does A Manager Come Up With “Creative” Ideas?
    - Overcoming The “Mental Censor”
    - The Advantages Of Lateral Thinking
    - The Techniques Of Lateral Thinking
    - Five Blocks To Creativity
    - Nine Ways To Generate New Ideas

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, 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*

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

مقدمة

يأتي التغيير مع البيئة العصيبة التي تحتاج إلى ابتكار للتعامل معها ولتحقيق النجاح التنظيمي. عندما تصبح بيئات العمل أقل تسامحًا، هناك ضغوط متزايدة على المؤسسة للتكيف مع الابتكار. في الوقت الذي تشعر فيه معظم المنظمات بالحاجة الماسة إلى الابتكار، يجد الكثيرون أنهم ليسوا كلهم بارعين كمبدعين. وقد أدى هذا إلى التدافع لتحديد المنظمات الناجحة التي يمكن أن تكون بمثابة نماذج لتعزيز الابتكار والإبداع. للأسف فإن هذا الجهد للعثور على نسخة من المبدعين الآخرين لم يكن ناجحًا للغاية.

يرجع السبب في ضعف العديد من الشركات والمؤسسات إلى الابتكار بسبب التأثير المكبر للمشاكل المزدوجة.

الاهداف

بنهاية هذه الدورة سيكون المتدربون قادرين على:

- استخدام التفكير الاستراتيجي لتحقيق أهم الأهداف
- التغلب على العقبات للتفكير الفعال في مكان العمل
- شرح وتخطيط لتجنب الفخاخ في تطبيق نتيجة التفكير النقدي
- الحصول على أدوات وتقنيات لتعزيز الوعي الذاتي والقدرة القيادية للفريق.
- استكشاف وكسب يتفهم أساليب القيادة. فهم كيف يكون الدافع مفتاحًا للمؤسسات عالية الأداء.
- استكشاف وتعزيز تطوير مهارات الفريق والقيادة

الحضور

- المحترفين
- ادارة الموارد البشرية
- التدريب والخدمات الاستشارية
- الادارة المركزية
- جميع المستويات الإدارية العليا للشركات.
- أي شخص لديه مصلحة لتطوير مهاراته في هذه المجالات المحددة