Critical Thinking – Leadership Skills for Supervisors

التفكير النقدي – مهارات الإدارة والقيادة للمشرفين

10 – 14 August 2020

Paris / France

ProjacsAcademy.com

Introduction

This Program Focuses on the supervisors' leadership and management roles and skills needed for the 21st century in any successful organizations. Emphasis is placed on the emerging concepts of leadership in the 21st century, characteristics of an integrated leader manager, thriving with change in a complex environment, communication in a multicultural workplace, the culture of safety, and critical thinking within the dynamic adaptive management processes. Analyzes the complex systems of planning, staffing, organizing, directing, and controlling in light of the transforming environment within which successful institutions exist. Interrelated classroom and practice experiences facilitate the integration of theory to a variety of practice settings.

Objectives

The purpose of the course is to present a holistic approach to supervisor leadership and management in light of historical theories and concepts of leaderships/management and today's multicultural environment to enable practicing supervisors to thrive as leaders/ managers in today's world. **By the end of this course practitioners shall learn to:**

1. Analyze the characteristics needed by a leader/manager in the current and emerging supervising arena.
2. Explores organizational complexity, multiculturalism, and adaptation in light of leadership.
3. Evaluate the effectiveness of leadership and managerial theories and roles within a historical and current context.
4. Develop intellectual and personal discipline.
5. Demonstrate the skills of critical reasoning and decision making in dealing with the complex problems faced by management/leadership in the organizations.
6. Identify the impact of change within the recent organizations and the role of the leader/manager in this change process.
7. Analyzes communication skills needed for a multicultural and generational workforce to manage conflict, promote a culture of safety and transformational coaching, and build a context of hope and willingness within organizations.
8. Relate the management of fiscal, material, data, and human resources to effective organizational development, maintenance, and growth.

Course Outline

1- An Introduction to Critical Thinking
- Are you a critical thinker?
- What is critical thinking?
- Why do we need critical thinking?
- Developing as a critical thinker
- Second-order thinking

2- Standards of Critical Thinking
- Clarity
- Relevance
- Logic
- Accuracy
- Depth
- Significance
- Precision
- Breadth
- Fairness
- Ethics of critical thinkers

3- Thinking about Thinking and Truth
- Introduction: Left brain /right brain exercise
- Truth and Knowledge
- Good and Bad Reasoning
- Inductive and Deductive Reasoning
- Fallacious Reasoning
- Setting Goals and Creating Models

4- Leadership and Decision-making
- a. Common Pitfalls in Decision-making
- b. Thinking and Decision-making processes
- c. Decision-making matrix – Focus & Impact
- d. The 3D Model – Debate, Discussion & Dialogue
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5- What is Reasoned Decision Making?
- What are the barriers to reasoning well?
- What are the qualities of reasoned decision processes?

6- The Natural Barriers to Sound Reasoning
- Emotional state
- Mental shortcuts
- Patterning
- Bias and assumptions
- Mind set
- Need for explanations
- Narrow focus
- Stubbornness

7- Imposing Creativity on the Choice of Solutions
- Slow down!
- Suspend judgment
- Imagine courageously
- Think beyond conventional wisdom
- Question everything and everyone
- Imagine backwards from the ideal
- Restate the problem
- Dismantle the problem

8- Leadership – Role, Skills and Styles
- Definition and the Leadership Grid
- Collaborative leadership
- Transitional leadership
- Visionary leadership
- Situational leadership

9- Leadership and Communication
- Basics of effective Communication
- Barriers to communications
- Verbal & non-verbal communication
- The art of listening
- Conducting effective meetings

10- Leadership and Management
- Authority Vs. Responsibility
- Delegation and Acceptance
- Roles and relationships
- The manager as a leader
- Being a leader: Bridging the gap

11- Leadership and Coaching
- The coaching cycle
- Pre-requisites for coaching & mentoring
- Coaching for performance
- The Leader's role in coaching
- Managing people issues

12- Leadership and Motivation
- Principles of motivation
- Motivation theories and their application
- Motivation through goal setting
- Guidelines for setting SMART goals
- Self-actualization in the team

13- Leadership and Management of Change
- The need for change
- Psychology of resistance to change
- Implementing the change model
- Developing the change management plan
- Communicating for change

14- Leadership and Ethics
- Character and integrity
- Ethics and Values
- Building excellence
- Emotional intelligence
- Influencing team/organizational culture

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
- 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*

- **4,500USD**
  VAT is Excluded If Applicable