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بروجاكس للتدريب والتطوير  
Projacs Training and Development

# The Vision, Leadership and Change

الرؤية، القيادة والتغيير

23 – 27 November 2020

Barcelona / Spain

A Member of:



PROJACS ACADEMY



[ProjacsAcademy.com](http://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   |
| • 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*

## مقدمة

يجب على القائد الاستراتيجي ان يقوم بتوسيع قاعدة السلطة، وتوسيع الجمهور المستهدف، وتنبيه المنظمة أن التغيير قادم، وإدارة عمليات التخطيط والتنفيذ من أجل التغيير، التواصل والعمل باستمرار على ايصال 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 المطلوبه؟  
ان الجواب يعتمد على طبيعة التغيرات، ومدى قدره القائدة 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