



Title: Strategic Leadership Workshop (Marshall Islands)

Introduction

Are your middle management and your supervisors setting the right example as role models for the organization? Many organizations today are **experiencing a leadership gap** within their management team. Managers and supervisors may possess the job skills to get things done and the control skills to keep employees in line, but if they do not have strong leadership skills, the leadership gap can have devastating effects on the organization. When managers lack effective leadership skills, then teamwork, motivation and productivity always suffer. The solution: a leadership-training program for your managers and supervisors.

Strategic Leadership Workshop will be customised to specifically meet the needs of your management team. In designing the materials for the workshop, we will work with you on to gather information about your organization, your managers, and your training objectives. Your managers and supervisors are your management team, and by giving them focused, customized training together as a group, it ensures consistency and **targeted effectiveness**.

Effective leaders are connected, engaged and have a passion for their mission. They build teams and instil a vision, motivation and passion in the teams they lead. Leaders are coaches, helping the members of their teams to excel and grow. This 3 days' workshop will pull your managers together and give them the **vision and skills** to become a cohesive leadership team, leading your organization to greatness.

On successful completion of the course, participants should be able to:

- Understand and appreciate the roles and significance of leadership in managing organizations in the contemporary environment
- Explore a number of approaches to leadership and how this impacts on organizational performance

SMART TRAIN

Assessment Criteria

- Participants will receive 3 days of face to face learning
- Participants will prepare and present a seminar on leadership as an in class activity
- In class examinations having multiple choice and short answer questions
- Participants will have to do role plays on topics of leadership in class

Framework of Competencies Addressed

Strategic Leadership Workshop course has three key areas, which will ensure that industry wide current knowledge and trends is comprehensively addressed.

- **Day 1- Key Area 1- People Capital**
 - HR for non- HR Managers
 - Employee Grievances and Disciplinary procedures/ approach
 - Talent Management
 - Coaching Skills
 - Team work and team bonding
 - Counselling
 - Emotional intelligence
 - Motivation
 - Mentoring
- **Day 2- Key Area 2- Strategy**
 - Strategy and Business fundamentals
 - Strategy Mapping
 - Strategic Interpersonal skills
 - Planning and coordinating
 - Managing and Delegating
 - Set the example for others by aligning their actions with shared values
 - Express their image of the future
 - Inspire others to share a common vision
 - Search for opportunities to change and improve
 - Experiment with innovative ideas and learn from accompanying mistakes

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- **Day 3- Key Area 3- Communications**

- Senior level communications skills
- Time Management matrix
- Relationship building
- Listening and business writing skills
- Managerial decision making
- Ethics and integrity
- Recognize the accomplishments of others
- Apply the lessons learned in the workshop to a current organizational challenge

Target Group

This Strategic Leadership Workshop would greatly benefit your middle management and supervisors.

Date: TBA (we can mutually agree on the dates of training)

(8.30am to 4.00pm)

Methodology:

Face to face Training with slides, group activities, team bonding activities, role-play and training video. *(A pre-course assessment can be done based on client approval)*

