

Committed followership

One of the major blockers to workplace change is the reluctance of staff to respond positively and supportively to the efforts of their managers who have been on a leadership course. This intervention addresses the needs of the often ignored recipients of a new managerial or leadership style. It is designed to complement our Inspirational Leadership programme, and to help them understand why their managers are doing things differently, and what to expect. It also gives them some new personal tools which will enable them to respond well to being lead, as opposed to being managed.

It is suitable for numbers between fifteen and fifty people.

The intervention focuses on developing a greater awareness of a coaching style of leadership, recognising its skills and appreciating their impact, and why this means they have to develop greater personal levels of psychological fitness. The emphasis is on giving them insights and practical tools to take back to work.

Features

- Utilises The Human Dimension's unique Learned Powerfulness™ process to bring personal relevance to learning
- Based on descriptive research on the competencies of transformational and transactional leaders and the application of The Human Dimension's model of Psychological Fitness
- Incorporates new understanding from the emerging world of Positive Psychology
- Explores the nature of personal as opposed to positional power
- Demonstrates the effect of different interpersonal skills on the feeling of powerfulness
- Focuses on the personal skills and strategies needed to foster a feeling of greater personal power and control
- Uses tried and tested practical tools to ensure delegates feel more psychologically fit, and thus better able to deal with a more empowering leadership style

Outcomes

- Greater understanding of Inspirational Leadership
- Knowing about a coaching style
- Appreciation of how a coaching style can have a beneficial effect
- Understanding the Powerfulness Spectrum, and the reason it exists
- Greater recognition of the impact of others on a sense of personal powerfulness
- Understanding what Psychological Fitness means
- Having an holistic range of personal tools which create Psychological Fitness
- Taking the learning back to work to create sustained personal change, improved performance, and support for leadership changes

Contact us now to discuss how we can help your organisation.