Introduction:

This *Dynamics of Leadership* training program will empower you to define and harness leadership dynamics in order to create a compelling vision for yourself, your team, and your organization. By delving into the forces that drive your behavior and the interpersonal dynamics within your team and organization, you will be equipped to craft an actionable plan that aligns personal, team, and organizational goals. This program will help you respond effectively to the rapidly changing world around us.

The Dynamics of Leadership:

Leadership dynamics refer to the forces that shape how leaders interact with their environment, influence others, and achieve goals. Understanding these dynamics is essential for effective leadership in any context. Throughout this training program, you will explore the subtle forces influencing leaders' behavior and learn how to navigate and leverage them to your advantage.

Targeted Groups:

- Managers at all managerial levels
- Supervisors
- Team leaders
- Employees being groomed for promotion to managerial positions

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Course Objectives:

By the end of this course, participants will be able to:

1. Analyze your leadership style and understand the motivational drivers behind your behavior.
2. Assess the dynamics at play within your team and organization.
3. Develop a dynamic leadership vision to align both personal and organizational objectives.
4. Create and communicate a compelling and aligned statement of purpose that inspires your team.
5. Build and cultivate relationships with key partners essential for realizing a shared vision.
6. Link individual, team, and organizational goals to enhance sustainable performance.
7. Gain exposure to diverse perspectives on leadership functions.

Targeted Competencies:

Upon completion of this course, participants will have developed the following competencies:

- Leadership skills with a focus on the dynamics of leadership.
- Change management to adapt to the dynamic business landscape.
- Team management that incorporates an understanding of leadership dynamics in diverse contexts.
- Enhanced communication skills for the clear expression of dynamic leadership ideas.

Course Content:

Unit 1: Leadership and Transformation

- Understanding leadership within its appropriate context.
- Exploring self-awareness and self-perception as a leader.
- How personality, values, and behavior shape leadership dynamics.
- Embracing personal transformation and dynamic leadership styles.
- Investigating the concept of path dependency and overcoming limiting beliefs.
- Cultivating personal leadership style and flexibility.

Unit 2: Core Dynamic Competencies

- Developing essential dynamic leadership competencies.
- Balancing influence, authority, and power in leadership roles.
- Utilizing a multi-perspective approach (top-down, helicopters, satellites, drones).
- Understanding the role of emotions, mood, and disposition in leadership dynamics.
- Mastering the art of rapport-building and effective communication.
- Exploring communication as both an art and a science within dynamic leadership.

Unit 3: Developing a Dynamic Leadership Vision

- Establishing a strategic orientation for dynamic leadership.
- Developing contextual awareness and using SWOT analysis for vision planning.
- Understanding the limitations of rationality in decision-making.
- Setting meaningful goals and objectives that align with dynamic leadership principles.
- Ensuring goal congruence and alignment with organizational vision.

Unit 4: Building Leadership Alliances and Teams

- Understanding organizational dynamics in relation to dynamic leadership.
- The importance of delegation and empowerment for effective leadership.
- Analyzing the impact of organizational culture on leadership dynamics.
- Creating a positive environment conducive to effective leadership.
- Forming and fostering alliances through teamwork.
- Prioritizing team and individual development and staying motivated during challenging times.

Unit 5: Leadership and Life Balance

- Re-evaluating personal goals within the context of dynamic leadership.
- Striking a balance between work, life, and leadership responsibilities.
- Managing pressure effectively while maintaining leadership roles.
- Building a sustainable and fulfilling personal future.
- Action planning for leadership development and commitment to personal growth.