



PROJACS ACADEMY
by @egis

Leadership vs. High Performance Strategy

القيادة الاستراتيجية والأداء المتميز

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Barcelona / Spain

Introduction

In today's competitive and ever-changing business landscape, leaders must be able to drive and manage change with high performing workgroups that can adapt quickly and smartly to create value for the company. To succeed, leaders must identify and craft their own unique leadership style that will encourage and foster the type of environment necessary to bring about desired behaviors for accelerated growth, profitability, and innovation. By leveraging their strengths, leaders will be able to lead more effectively and drive strategic direction for their business unit. Learn techniques to create a high-performance work environment that will foster sustainable, profitable growth in your organization.

During this course, you will learn how to design and implement a successful leadership strategy, as well as manage, and cope with change. This course will teach participants just how to do that.

Objectives

- Recognize the characteristics of high-performing leaders and workgroups
- Encourage an environment that drives high performance
- Effectively drive and manage change
- Apply the principles of respectful communication
- Collaborate to solve complex problems
- Create a plan to eradicate the barriers to high performance in your business unit
- Partner with other workgroups to effect positive change in the company
- Surround yourself with people who have skills that complement your own
- Identify, replicate, and nurture high-performance behaviors and workgroups throughout the organization
- Develop a structured approach to preparing for and thinking more complexly about negotiations and everyday influence situations
- Develop a framework for avoiding individual decision traps and improving team decisions
- Lead more effectively and drive strategic direction by leveraging your strengths

Who Should Attend?

Staff at all levels, especially Middle and Executive Level Managers whom need to be effective leaders and are always under constant stress to cope with, or even create, change, as well as decision makers and employees whom constantly deal with different parties outside the organization.

Course Outline

Day One

Introduction to High-Performance Leadership

- What drives high performance in uncertain economic times?
- The three drivers and corresponding attributes of a high-performing work environment
- Leadership challenges and ramifications of the changing business landscape
- Discussion and exploration of your Personal Leadership
- Challenge (PLC)

Leadership: Encouraging a High-Performance Environment

- How does leadership behavior encourage or discourage the behaviors of the workforce?
- Familiar leadership styles and the correlation between leadership style and resultant behaviors
- Identifying and enabling top performers

Day Two

The Tenets of a High-Performance Environment

- What happens in a changing environment?
- How should leaders manage change?
- Optimizing thinking during change
- The 20/60/20 rule, unspeakable subjects, and making loud statements of change
- Creating flexible work environments that adapt quickly to change

Day Three

Respectful Communication: More than the Dissemination of Information

- How do leaders communicate to encourage high performance?
- Key concepts of communication that allow thinking to thrive
- Implicit vs. explicit rules of communication
- How communication breaks down and stifles high performance
- The anatomy of a miscommunication
- Diffusing negative emotions
- Challenging assumptions
- Answering tough questions

Day Four

Building a High-Performance Environment

- What is the key leadership attributes in a high-performance environment?
- Learning from each other's experiences and brainstorming new ideas
- Quick wins to take back and begin implementing immediately

Now Discover Your Strengths

- What are your leadership strengths?
- Taking the Strengths finder™ profile to discover your strengths
- Identifying and learning to manage your strengths
- Managing around weaknesses without over-investing in them
- Focusing on and leveraging your unique, personal strengths to lead your unit more effectively and to lead transformational change within the organization

Day Five

Critical Thinking and Consensus: Decision Making

- What is the importance of group process dynamics?
- Pitfalls and benefits of team decision making as compared to individual decision making
- Elements of team processes for making decisions: group and interpersonal
- Contributors to group decisions: consensus and Groupthink
- Developing a framework for avoiding individual decision traps and improving team decisions.

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 7" Tablet containing a copy of the presentation, slides and handouts
- Post-assessment

Program Support

This program is supported by interactive discussions, role-play, 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*

- **5,200 USD**
**VAT is Excluded If Applicable*

المقدمة

في مشهد الأعمال التنافسي والمتغير باستمرار اليوم، يجب أن يكون القادة قادرين على قيادة وإدارة التغيير من خلال مجموعات عمل عالية الأداء يمكنها التكيف بسرعة وذكاء لخلق قيمة للشركة. لتحقيق النجاح، يجب على القادة تحديد وصياغة أسلوب القيادة الفريد الخاص بهم والذي من شأنه تشجيع وتعزيز نوع البيئة اللازمة لتحقيق السلوكيات المرغوبة للنمو المتسارع والربحية والابتكار. من خلال الاستفادة من نقاط قوتهم، سيتمكن القادة من القيادة بشكل أكثر فعالية ودفع الاتجاه الاستراتيجي لوحدة أعمالهم. تعلم تقنيات لخلق بيئة عمل عالية الأداء من شأنها تعزيز النمو المستدام والمربح في مؤسستك.

سوف تتعلم، في هذه الدورة، كيفية تصميم وتنفيذ استراتيجية قيادة ناجحة، وكذلك إدارة التغيير والتعامل معه.

الاهداف

- التعرف على خصائص القادة ومجموعات العمل عالية الأداء
- تشجيع بيئة تحفز الأداء العالي
- قيادة التغيير وإدارته بفعالية
- تطبيق مبادئ التواصل المحترم
- التعاون لحل المشكلات المعقدة
- وضع خطة للقضاء على الحواجز التي تحول دون الأداء العالي في وحدة عملك
- المشاركة مع مجموعات العمل الأخرى لإحداث تغيير إيجابي في الشركة
- إحاطة نفسك بأشخاص لديهم مهارات تكمل مهاراتك
- تحديد وتكرار ورعاية السلوكيات ومجموعات العمل عالية الأداء في جميع أنحاء المؤسسة
- تطوير نهج منظم للتخصير والتفكير بشكل أكثر تعقيدا في المفاوضات وحالات التأثير اليومية
- تطوير إطار عمل لتجنب فخاخ القرارات الفردية وتحسين قرارات الفريق
- القيادة بشكل أكثر فعالية ودفع الاتجاه الاستراتيجي من خلال الاستفادة من نقاط قوتك

الحضور

الموظفون على جميع المستويات، وخاصة المديرين من المستوى المتوسط والتنفيذي الذين يحتاجون إلى أن يكونوا قادة فعالين ويتعرضون دائما لضغوط مستمرة للتعامل مع التغيير أو حتى خلقه، وكذلك صناع القرار والموظفين الذين يتعاملون باستمرار مع أطراف مختلفة خارج المنظمة.