

A close-up photograph of a vibrant green leaf, likely from a grass or similar plant, covered in numerous clear water droplets. The droplets are of various sizes and are scattered across the surface of the leaf, which shows fine veins. The background is a soft, out-of-focus green, suggesting a natural outdoor setting.

*in* equilibrium

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In-house training course details

Leadership Skills

The successful manager recognises the importance of a focused team spirit within their workforce. It can be an organisation's most powerful tool for increased productivity and performance. Research has proven that effective teambuilding and leadership skills have a major influence in winning the commitment of staff and increasing their motivation and overall job satisfaction. This leadership training course will build on participants existing skills by introducing new leadership and management techniques and processes.

### **Purpose**

To appreciate the impact that individual leadership style has on performance and provide a tool-kit of solutions to enhance leadership skills in the workplace To increase awareness of current leadership style and approaches, emphasising the role of managers in reducing stress and managing well-being in the workplace.

### **Learning Objectives**

#### **Participants Learn:**

- Greater understanding of a leader's role and responsibilities
- How to create and maintain an efficient, effective and motivated team
- Effective approaches to maximise team performance by understanding human behaviour and balancing the needs of the organisation, team and individual
- Techniques to improve communication with yourself, your team and your customers
- Approaches to managing team performance
- The role of a manager in reducing stress and managing well-being in the workplace
- Using the HSE Management Standards to improve performance

#### **Testimonial**

"As an organisation we have recently undertaken Equilibrium's Leadership Training with all our managers. The training was excellent with the content adapted to our specific needs as a voluntary sector agency.

The facilitator was very engaging with a wealth of experience and resources to hand, which she was able to use flexibly to support the issues raised throughout the day. All managers reported that the training had been incredibly useful in helping us to develop and grow through a period of considerable change."

**Julian Housing  
Ben Curran**

## Course Content

Participants will cover the following topics during the workshop:

### Leadership

- The principles of leadership
- How people lead and influence others
- Attributes of effective leaders
- The difference between leadership and management
- The impact of management behaviour on stress and well-being of individuals

### Motivation

- Principles of Motivation
- Motivation techniques to use with your team
- Factors affecting motivation
- Growing and strengthening your team - the four stages of team development

### Social Styles of Leadership

- Your natural leadership style and its impact on others
- Understanding the behavioural style of others
- Dimensions of assertiveness that affect your leadership style
- Team culture and dynamics

### Relationship Management

- Building productive relationships with others
- Techniques for influencing others
- The four levels of Rapport

### Communication Techniques

- Active listening skills
- The concepts and importance of communication
- Preferred communication channels, methods and styles
- Breaking down barriers to effective communication

### Previous Participants have reported:

- Understanding of their own individual leadership style and the impact on their team
- An increased awareness of impact of self on others
- Increased awareness of individual motivations and how these differ between individuals
- Recognition of the need for good communication skills, particularly active listening
- Greater understanding of self
- An awareness of the components and dynamics of effective teams
- Recognition of the need for leadership style flexibility

The workshop will be an enjoyable learning experience. An entertaining training style will be combined with a variety of interactive exercises throughout the day.

Participants will conduct an analysis of their individual leadership style and will experience a range of approaches and tools to facilitate effective leadership and team motivation.

An underlying theme will be consideration of strategies to manage stress and well-being through effective leadership and management approaches.

#### Course Details

Duration: 1 day

Optimum delegate numbers: 12

For more information, contact:

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