



The

Transformational Leadership

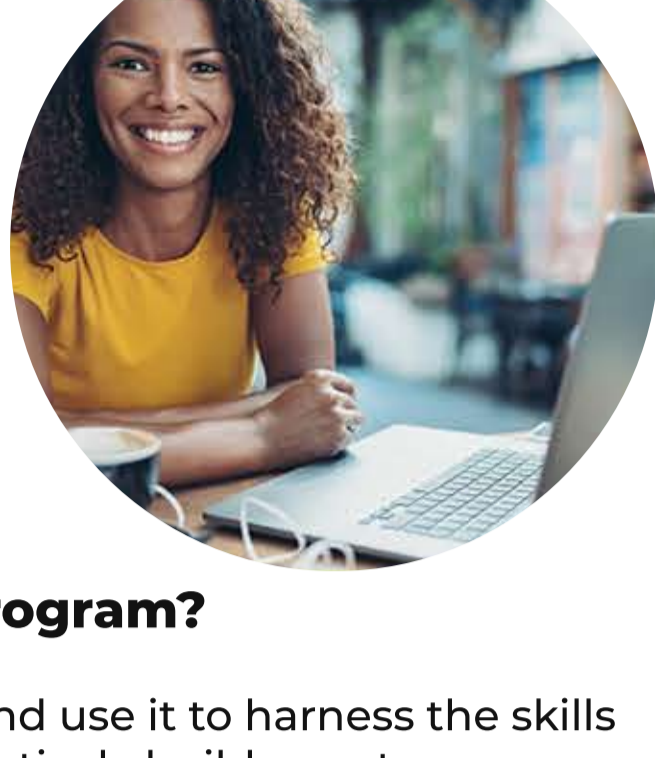
John C. Maxwell has said that everything rises and falls with the leader. Leadership is about influence.

As a leader in a team, you desire to build a cohesive and high performing team. Sometimes this could be challenging due to different dynamics within the team. You could have experienced any of the following challenges as a leader:

- *Lack of confidence as a new leader*
- *You could be managing older more experienced staff*
- *Managing difficult clients*
- *Managing diverse groups of people*
- *Managing people's expectations*
- *Firing a non-performing colleague*
- *Managing your former colleagues*
- *And many more...*

Join this program and learn how to leverage on your unique zone of genius to drive business in your organization by building high performing teams.

THIS IS A 12 WEEK INTENSIVE PROGRAM DELIVERED VIRTUALLY



What will you learn from this program?

- Identify your unique zone of genius and use it to harness the skills that align with who you truly are to effectively build your team.
- Understand your innate ability to form relations and interpersonal interactions that will be beneficial for the growth of your business.
- Come up with a personalized leadership development plan that will help you identify your unique contribution to the team and the organization as well as the skills you will require to effectively lead your team.
- How to draw from your unique skills that will help you manage change in a fast-changing business environment.
- Join other like-minded leaders from diverse backgrounds and get an opportunity to learn from the community.

What is the expected outcome after the program?

- *Deliver results consistently for your organization*
- *Build a highly motivated and high performing team*
- *You have more time for yourself to do the things you love like spending time with your children*
- *You avoid burn out*
- *You earn the respect of every member of the organization*
- *You lead with confidence and have a greater impact in the organization*
- *You build a lasting legacy*



Program Outline

LESSON 1 - INTRODUCTION

Get to understand yourself as a person first. Do you value the person you are, if so, then you will invest in the person who pops up in your mirror. Understand why you are in leadership, get to clarify this.

- ✓ Identify your core values as a leader
- ✓ Identify what you really need to be an effective leader
- ✓ How to set your personal leadership goals

LESSON 2 - RAISE YOUR LEVEL OF SELF-AWARENESS, BOOST YOUR EQ

Having an understanding of your strengths and weaknesses helps you know how to leverage on those strengths to build a strong team. You get to know how to work on your weaknesses so that they do not pull you down. You cannot improve what you do not know and this is what makes this session great.

Understanding this will help you develop your self-mastery.

- ✓ Understand your strengths and weaknesses
- ✓ Identify what your true zone of genius is
- ✓ Learn how to leverage on your uniqueness

LESSON 3 - CHARACTER BUILDING

Character is the foundation of effectiveness. Without building a strong character, what you have built could come crumbling down. You get to develop values that are consistent with who you are. Without winning in your private life, you may not win in the public space. Without a strong character, people will follow you for a short while and even when they do, they will not give you their all.

- ✓ Identify what you truly believe in
- ✓ Identify and work on your growth habits
- ✓ Shift to a winning mindset

LESSON 4 - DEFINE YOUR UNIQUE CONTRIBUTION

As a team leader you need to be clear on where the team is going. What is your mission for the team?

What is your own contribution that you would like to be remembered for? Help your team develop their own mission and contribution. Lead the team to see the benefit of having a personal mission and vision as members of the team.

- ✓ Be able to craft your own mission statement for the team
- ✓ Identify your own contribution to the team
- ✓ Learn how to be a purposeful leader

LESSON 5 - SETTING YOUR PRIORITIES

Learn how to define your highest priorities that will allow you to say no unapologetically. Focus on the important not just what is urgent. Know where to spend your precious time and what activities will give you the maximum benefits. Guide the team to be more productive by learning how to manage themselves and the tasks that have to be done.

- ✓ Understand the time matrix
- ✓ Distinguish what truly matters for the team and communicate the same to the team
- ✓ Understand how to delegate for more productivity

LESSON 6 - INSPIRE CONFIDENCE IN THE TEAM AND UNLEASH THEIR FULL POTENTIAL

Seek mutual benefit in all your interactions. Be mindful of the deposits and withdrawals from the emotional bank account. Empower the team to be able to manage themselves against agreed expectations. Know how to have difficult conversations with your team.

- ✓ Understand the emotional bank account and how it works
- ✓ Know what a withdrawal and deposit is and why this is important

Know how to build trust among the team members

Course Facilitator

Alice Ngigi

*Personal Growth and Leadership Coach
Author, Speaker and Corporate Trainer*

I have over 20 years of experience in the Pharmaceutical industry managing different teams at various levels in the organization.

My mission in life is to build leaders for the next generation. I believe in people, I believe that every person has a unique contribution that they bring to the organization. This is what I want to develop in you.

