

Executive Leadership Skills

Course Overview

For too long this notion of the 'tough executive' has existed across organisations both large and small. The concept of the 'nice' executive was seen to be weak and ultimately doomed to failure – in other words, do nice guys finish last? Well, research by Christine Porath at Georgetown University shows the answer to that question is no. Ultimately, those who display aggressive, tough behaviours are the ones most likely to fail, and the reason for this? When the chips are down, no-one has their back.

This course is not about how to run a business, we know you know how to do that. This is about developing the skills of human leadership. The skills that allow you to positively impact the lives of those people who show up to your business every day and allow them to become the best possible versions of themselves.

Program Format

This is 2-day program that can be delivered face-to-face or virtually.

Course Objectives

- Examine the relationship between executive behaviour and organisational culture.
- Determine the current state of their organisation's culture and identify areas for improvement.
- Create and implement strategies to positively impact their people.
- Identify your natural and adjusted communication styles?
- Learn to improve your adjusted communication style so you have the most positive impact on your people.

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Course Outline

Defining Human Leadership

- What does human leadership look like to you?
- What is the difference between good leadership and human leadership?

Why Does Human Leadership Matter

We live in a world where organisations must manage themselves very differently. The command-and-control approach to leadership no longer works. It's time for a new style.

- Look at the engagement crisis in Australia – what does that mean for your organisation?
- Examine the impact of outdated leadership styles on productivity, job satisfaction and engagement.

Assess The Current State Of Your Organisation

Complete an assessment to help you identify:

- Your vision for your organisational culture.
- The current organisational culture and engagement levels of your workforce.
- The gaps between the current and desired state of your workforce.
- The strategies you can employ to close those gaps.
- Identify the characteristics of human leadership and assess your own skills against them.

Toxic Workplace Behaviours To Stop Normalising

Since the 1950s a great many toxic workplace behaviours have become normalised in our organisations, but their effect is far more detrimental than we realise.

Take an in depth look at these toxic workplace behaviours and create strategies for minimising and then eradicating them over time. Replace those behaviours with human leadership behaviours that really work.

Trust And Radical Candour

Despite the huge benefits of human leadership, there are going to be occasions when you still need to have difficult conversations. The trick is to identify what you want the outcome of those conversations to be.

The key to true radical candour is trust and psychological safety – the notion of being comfortable with being uncomfortable. If you must have these conversations, your people need to know you're not doing this just to tear them down, you're doing this to lift them up.

Creating Strategies To Drive Human Leadership

- Decide what authentic trust looks like.
- Genuinely live the values
- What are your organisation's values?
- How does your behaviour reflect the values?
- Creating an action plan – what do you want to do differently?

