High Performance Leadership

Overview

In an era of rapid changes, uncertainty and complexity, organisations have heightened expectations from their leaders. In these challenging times, the focus on high performance has increased, which demands that leaders enhance their capabilities to develop the second line of leadership, motivate them to raise the performance bar, build high performing teams and achieve higher levels of organisational effectiveness.

In this workshop, you will identify the leadership styles required to succeed, communicate more effectively, nurture a learning organisation and encourage collaborative work organization-wide, to improve performance and strengthen the ability to manage change.

Who Should Attend

Senior leadership teams and senior managers, who have the ability to make a difference and set the organisation on a path of sustained growth and profitability.

Learning Objectives

The aim of this learning program is to enable you to manage your colleagues more confidently, build trust, improve employee engagement and foster better team work for building a high performing organisation.

This program will help participants gain valuable insights and deeper practical understanding on:
- Attributes of high performing environment and effective leadership styles
- Building high performance organisations
- Power of communication and collaboration
- Essential leadership skills for high performance
- Effective change management

Program Delivery

This program will be conducted in a blended **'Coaching cum Training'** mode. A combination of facilitation, one to one and group coaching approaches would be used for skill enhancement and knowledge sharing. Some of the advantages of a blended method are that partipants can have a personalized learning experience, integrate knowledge better, embed new behaviours and benefit from sharing of ideas and best practices.

Program Outline

1. **Understanding High-Performance Leadership**

   - What drives high performance in a rapidly evolving business environment?
   - Key attributes of a high-performing work environment
   - Leadership styles and their correlation with work environment

2. **Tenets of a High-Performance Environment**

   - Core attributes for high performance
   - Nurturing Talent
   - Enabling a learning organisation

3. **Importance of Communication**

   - Establishing a shared vision
   - Fostering a culture of open communication

4. **Leadership that Matters**

   - How does our work impact others?
   - How can we improve the way we work across the organization?
   - What is a leader's role?
   - Building High Performing Teams

5. **Improving Organizational Effectiveness**

   - Critical Thinking
   - The power of collaboration and collective thinking
   - Creating a culture of continual improvement
   - Encouraging and rewarding high performance

6. **Leading Change**

   - Best practices for managing change
   - Improvement is everyone's responsibility

Coaches and Facilitators

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