

# Developing Team Leadership & People Management Skills

Including Agility, Accountability, and Action in Your Team Culture

## Introduction

Experienced managers may "master" people management and feel confident that team leadership is something that can be taught and has a real impact on the manager, the team, and the organisation with the help of this training course, "Developing Team Leadership & People Management Skills." Understanding the distinction between management and leadership is crucial in this regard.

What, though, actually gives a leader credibility? How and why followers are inspired in the first place? The capacity to "influence" others is one component of the solution; companies benefit more from driven teams than from isolated individuals. This is made possible by leadership, which is a skill that entails grasping and applying a number of fundamental management ideas. This programme gives seasoned managers the leadership skills they need to succeed.

### **This training session on Course N Carry will emphasise:**

- How to improve productivity, impact personally, manage time more wisely, and assign tasks correctly
- Recognise the advantages of effective communication, influence via rapport-building, and the ability to identify and resolve conflict
- Important elements and procedures for managing personnel, forming teams, and inspiring others
- Developing dynamic coaching, mentoring, and development strategies to master people management and team leadership
- Recognising and defining the main features and opportunities of your position

## Objectives

In addition to introducing the essential concepts of people management and team leadership, this training programme will teach participants how to actively coach and mentor others in order to spread this knowledge.

### **Upon completion of this training programme, you will be able to:**

- Recognise your leadership and management roles.
- Set definite goals and performance expectations for your teams.

- Organise your task with efficient delegating and prioritising strategies.
- Increase the amount of influence you have by communicating well.
- Create a productive team and go above and beyond

## Training Methodology

A variety of learning strategies are used in this training course, such as role plays, mini-case studies, individual exercises, experiential group activities, and syndicated conversations. Underpinning theory is introduced using formal inputs. Experimenting with new, and perhaps difficult, techniques and sharing the diverse experiences that individuals bring are important components of the learning process.

## Organizational impacts

**Individuals who have discussed and practiced various approaches to carrying out the essential leadership roles provide:**

- Improved confidence, adaptability, and self-awareness.
- Driven to complete operational duties
- More adept at removing oneself from the minutiae of daily life
- Able to concentrate on the long-term requirements of the company
- Confident that their group have the necessary skills, or able to pinpoint the reasons why not,

## Personal Impact

**Participants will encounter and acquire:**

- Increasing career flexibility: there is a shortage of managers possessing these abilities.
- Various methods for practicing management and leadership
- The capacity to choose management and leadership philosophies that best fit their circumstances and personal preferences
- Confidence gained from having the chance to practise important skills before using them in the job
- The confidence to go past conventional wisdom regarding the "correct" approach to manage

## Who should attend?

This Course N Carry training programme makes it easier to impart management and leadership expertise. It blends "street smarts," or practical experience, with technical theory, or "book smarts." It is appropriate for all organisational levels and roles.

**Though a wide range of professionals can benefit from this training, the following will be especially noted:**

- Individuals that require further education in the areas of management, communication, and leadership
- People that want to improve their teams' performance in order to achieve business advantages
- Managers and leaders in charge of collaborating with others to accomplish organisational objectives

## **Course Outline**

### **Day 1**

#### **Recognising Your Position**

- Manager or leader?
- Self-image
- Beyond the duties of the position: Finding out what is expected of you by your organisation
- Juggling competing expectations from stakeholders
- Recognising the nature of change
- A framework for bringing about change

### **Day 2**

#### **Efficiency on a Personal Level, Time Management, and Delegation**

- Recognising your position within the organisation and yourself
- Result-focused
- Establishing individual and group goals
- Controlling output
- Locating and efficiently employing time
- An example of efficient delegating

### **Day 3**

#### **Interaction, Persuasion, and Resolution of Disagreements**

- Communication channels
- Good listening techniques
- Feelings and rapport
- Negotiation and persuasion are the cornerstones of human influence
- Using assertiveness to manage conflict

## Day 4

### Motivation, People Management, and Team Building

- How well-functioning teams operate
- Determining the responsibilities within a team
- Inspiration and compensation
- Creating and disseminating a vision
- Various methods of leadership

## Day 5

### Improving Group Effectiveness with Mentoring and Training

- How individuals acquire knowledge
- Coaching for progress on both a personal and team level
- Feedback abilities
- Planning for development
- Next actions