



SCANDINAVIAN ACADEMY
For Training and Development

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Course: Leadership Development: Self Awareness, Skills and Strategies

| Code | City | hotel | Start | End | price | Hours |
|------|----------------|--------------------|------------|------------|--------|-------|
| 263 | Madrid (Spain) | Hotel Meeting Room | 2024-07-22 | 2024-07-26 | 5450 € | 25 |

Introduction

The best leaders thoroughly understand themselves. Time and time again, research has shown that self-awareness and self-direction are two essential factors in leadership effectiveness. As leaders gain a better sense of themselves and a clearer plan to self-actualization, they also:

- Understand leadership in a brand new way
- Discover the “inner” leader as a source of growth
- Tap into your amazing hidden personal power
- Take team development to new levels of achievement
- Learn to lead through excellent communication skills

Objectives

In this program you will learn to:

- View leadership from a new and higher-level perspective
- Discover and analyze your leadership style and tendencies
- Grow in personal power and effectiveness
- Discover and build upon your intrinsic leadership qualities
- Understand, develop and employ the emotional forces within you
- Develop the critical interpersonal skills essential for leading others



Training Methodology

The instruction of this dynamic seminar will consist of content lecture, video dramatizations, assessments, engaging class discussions, and many exercises to make the learning come alive. Because Leadership Development: Self-Awareness, Skills and Strategies is so extensive in scope, the seminar will be delegate-centered and need-driven. The actual extent and time allocated to each topic will be determined by initial and daily observations of their relevance to the delegates day-to-day work requirements.

Organisational Impact

Leaders with high self awareness and emotional competence:

- Have the ability to understand and relate to people in the organization
- Avoid many of the difficult people and HR problems that plaques many organizations
- Possess skills that are now considered to have greater impact on organizational performance than traditional measures of intelligence such as IQ
- Promote increased employee cooperation, increased motivation, increased productivity, and increased profits

Personal Impact

This course teaches the competencies that enable leaders to:

- Accelerate their career development
- Understand themselves and their potential more clearly
- Recognize their own emotions as well as the emotions of others
- Resolve conflict more effectively
- Improve their ability to communicate, influence and work with others



SEMINAR OUTLINE

DAY 1

Master Keys of Effective Leadership

- The principles of leadership
- The mind of the leader
- The heart of the leader
- The practices of effective leaders
- The five roles leaders play
- Leadership self assessment
- Rebalance your leadership style for optimal results

DAY 2

Towards Emotional Self-Awareness

- Growing your personal power
- Achieving emotional excellence
- Self leadership through inner mastery
- Success through a positive attitude
- Your time and your life
- Increasing personal productivity
- Direction through personal Integrity
- Designing a strategic plan for your life and career

DAY 3

Mastering People Skills



- Understanding Interdependence
- Wining through effective communication
- The active listening model
- The four styles of communication
- Dealing with conflict constructively
- Using the principles of influence & persuasion
- Speaking and presenting skillfully
- The art of win-win negotiation

DAY 4

Building and Leading Extraordinary Teams

- How a high performing team differs from a traditional work group
- The three elements of high performance teams
- Understanding the four types of teams
- The stages of team development
- Team dynamics: How teams really work
- Understanding and optimizing team member styles
- Leading through trust
- Leading through change

DAY 5

Performance Management

- Igniting team creativity
- The art of practical coaching
- Conducting effective performance discussions
- Positive discipline through expectations



- Delegating and empowering the right way
- The situation leadership model
- How to analyze development needs
- Using effective tools for managing performance



The Scandinavian Academy for Training and Development employs modern methods in training and skills development, enhancing the efficiency of human resource development. We follow these practices:

• **Theoretical Lectures:**

- We deliver knowledge through advanced presentations such as PowerPoint and visual materials, including videos and short films.

• **Scientific Assessment:**

- We evaluate trainees skills before and after the course to ensure their progress.

• **Brainstorming and Interaction:**

- We encourage active participation through brainstorming sessions and applying concepts through role play.

• **Practical Cases:**

- We provide practical cases that align with the scientific content and the participants specific needs.

• **Examinations:**

- Tests are conducted at the end of the program to assess knowledge retention.

• **Educational Materials:**

- We provide both printed and digital scientific and practical materials to participants.

• **Attendance and Final Result Reports:**

- We prepare detailed attendance reports for participants and offer a comprehensive program evaluation.

• **Professionals and Experts:**

- The programs scientific content is prepared by the best professors and trainers in various fields.

• **Professional Completion Certificate:**

- Participants receive a professional completion certificate issued by the Scandinavian Academy for Training and Development in the Kingdom of Sweden, with the option for international authentication.

• **Program Timings:**

- Training programs are held from 10:00 AM to 2:00 PM and include buffet sessions for light meals during lectures.