



**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  | Marbella (Spain) | Hotel Meeting Room | 2024-08-26 | 2024-08-30 | 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 coffee break sessions during lectures.