



Young leaders' Development Programme

Introduction/ Overview of program:

Leading a team effectively to deliver the organizational objectives is a science and also an art. Skills of effective team leadership is therefore one of the most important aspect of business management today. Keeping this perspective in mind the main object of this intervention is “**the development of young leaders**” of the organizations who have recently assumed the team leadership / Team Managers Role. Therefore a comprehensive ‘solution’ has been designed which aims at developing the leadership and managerial competencies of the Young leaders, and developing an insight required to bring about change in one’s managerial and leadership style, suggesting the ways to overcome the impediments to higher people productivity, ownership of the system and creating a sense of pride

The objectives of the Programme:

The programme aims at developing the leadership and Managerial Qualities of participants, which are required by Organizational leaders in their day-to-day working. By the end of the programme the participants shall be able to;

- Learn and practice the skills required by a manager / leader
- Learn the importance of their role in managing the change and what are effective ways of managing the change
- Learn the importance of developing the team and methods used for developing the team
- Learn how to handle difficult performance and team management situations

Who should attend:

The team managers who have recently assumed their leadership roles and want to learn essential skills to take their team performance to next level .

Duration: Two day

Course Content:

- Change Management
- Kotter’s Change Management Process
- Theories of Leadership
- Differences between leadership and management
- Understanding your leadership style
- Learning about the Situational leadership
- Transformational leadership and attributes of transformational leaders
- Developing objective decision making abilities
- Decision making tools and techniques
- Understand how to, and practice the skills to nurture your team through
 - Delegating
 - Coaching and mentoring
 - Constructive Feedback
 - Understand the process of setting goals
 - Motivating the team and self

Benefits to Participants:

By attending this programme the participants shall be able to realize the following benefits.

- Developing the understanding of how to manage change
- Understanding the various leadership theories
- Learn about Differences between leadership and management
- Become aware of their leadership style
- Learn effective ways of conflict resolution
- Learn and practice goal setting and get a good understanding how the goals can be achieved
- Learn about the techniques of effective management and team development

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