

TRANSITION PROGRAMME LEADERSHIP

Synopsis

The aim of this training is to provide participants with an understanding of the theory and practice of leadership and the contribution that leadership behaviours make to the delivery of sustained value through transition projects and programmes. Participants will explore the behaviours, skills and capabilities that will enable them to understand and develop their individual capacity to lead others.

Training Objectives

The key objectives of this workshop are:

- To provide participants with an understanding of relevant leadership theories;
- To relate leadership theory to best practice transition programme management;
- To introduce a model of pragmatic leadership behaviours that support the delivery of sustained value and which make programmes a better experience for all;
- To develop and utilise a practical framework for the application of leadership behaviours supported by relevant skills, processes and tools;
- To provide an effective forum for exchanging experience and to foster a sense of team spirit and mutual support between transition project managers.

Training Benefits

After completing the workshop, the participants should be able to:

- Draw upon a wide variety of leadership strategies suitable for any context – to demonstrate situational leadership capabilities that reflect the challenges of transition programmes;
- Understand and perform the four critical roles of leadership;
- Demonstrate a capability for self-awareness and development in critical leadership capabilities;
- Understand and behave authentically in all leadership situations;
- Identify and develop leadership capabilities and behaviours in others.

Style and Structure/ Teaching methods

This module uses presentations, detailed case studies and syndicate group discussions to enable delegates to appreciate the full extent of the role, skills and characteristics of excellent leadership in projects.

Course Program

Module 1 – Introduction

- Management and leadership; IQ and EQ
- Random factors; leadership in an uncertain world
- Effective transition programme leadership; what leaders do and why this is relevant
- Leadership is personal – how to get the best from this programme

Module 2 – Leadership theory and practice

- A review of leadership theory
- A practical view of leadership in transition projects and programmes
- Defining the four essential programme leadership roles

Module 3 – A leadership framework

- Applying the leadership roles throughout the team
- Expected outcomes: what does great project leadership look like?
- Programme leadership resources.
- The sector and organisational context.

Module 4 – The leader as motivator and visionary

- Setting worthy goals and inspiring others to follow
- Feedback and review of case study: what beneficial outcomes does this role enable?

Module 5 – The leader as coach

- Providing the capability: continuously developing self and others
- Feedback and review of case study: what beneficial outcomes does this role enable?

Module 6 – The leader team builder

- Providing the capability: building and sustaining high performing virtual teams
- Conflict management
- Feedback and review of case study: what beneficial outcomes does this role enable?

Module 7 – The leader as change enabler

- Delivering value through sustained organisation and cultural change
- Influencing and building trust
- Feedback and review of case study: what beneficial outcomes does this role enable?

Module 8 – Authentic Leadership: bringing in the moral dimension

- Leading with integrity – how values shape our actions
- Political and cultural awareness

Module 9 – Making it happen

- Becoming your own leadership coach – developing the capability for self-correction and self-generation
- Individual action planning; syndicate discussion.
- What will we do differently? How will we make it happen?

Course Duration

2 days

Trainer's Bio



As a business coach, Mike Rawlins aims to help individuals and organisations improve operational performance through the creation of a coaching culture in teams and the development of a capability for deep self and situational awareness in leaders and managers. For project sponsors, managers and team members, Mike has produced a range of development material focusing on the practical application of leadership behaviours, tools and techniques as a means to delivering sustainable value through projects and programmes. Mike aims to help executives, managers, programme sponsors and project managers work with their teams, or with key individuals, to develop high performing leadership skills.