

Emerging As a Stronger Leader

Description

Effective leaders change their style of leadership to fit the situation or the group. They realize that certain traits or skills contribute to effectiveness, and how to strive for that end. And they know the pitfalls to avoid and the techniques to employ to emerge as a strong leader.

Too often, individuals never gain traction because they assume the authority associated with the position is enough to get things done. For example, when a new manager is appointed, one of the early challenges is to emerge as the leader. Not only does one have to get the respect of direct reports, but one must establish enduring relationships with peers.

This session presents a number of proven approaches to increase your leadership effectiveness.

Goals & Objectives

- Traits that predict leadership success.
- Leadership definitions: What the experts say
- How leadership differs from management

- What leadership style works best in different situations
- Determine if you are more concerned about the task or about your people

- Ineffective leaders—why in-groups and out-groups form.

- Emerge as a leader: Discover how to use factors predicting who will emerge as the leader of a group.
- How to exert influence through the use of favors and exchanges.
- Learn tactics for increasing personal influence without relying on authority.

Detailed Topic Outline

- Foundations
 - Definitions
 - Leadership vs. Management
 - Traits Associated with Leadership
- Choosing the Right Style
 - Task and Relationship
- Pitfalls To Avoid
 - In-group and Out group Formation
- Emergent Leadership
 - Formal & Informal
 - Perceived Competence
 - The Law of Reciprocity