



Developing your Leadership Style

1-day, 9.30 - 4.30

Workshop

Workshop Purpose

This workshop provides an opportunity for you to gain insight into how your fundamental personality characteristics impact on your approach to leadership. The workshop is designed to enable you to evaluate your strengths as a leader in the light of current thinking and research on effective leadership behaviours and to help you develop these further.

Workshop Aims

- To describe fundamental ways in which people can differ
- To appreciate how personality characteristics are reflected in our own behaviour
- To review current thinking in effective leadership styles and behaviours
- To explore the impact of personality characteristics on leadership style and approach
- To develop an action plan to enhance personal skills and flexibility in leadership through work-based learning

Tools and Approaches

- Quintax® Personality Questionnaire - completed before workshop
- Quintax Leadership Style report
- Guided exploration of personality and leadership styles
- Experiential workshop exercises and discussions
- Individual and small group work in review of implications of feedback
- Workbook and development action plan toolkit

Workshop Outcomes

- Greater understanding of fundamental personality styles and their implications for work and organisational life
- Understanding the basics of effective leadership
- Understanding own leadership style and how to develop it further
- A focused action plan for improving leadership skills



Workshop

Workshop Outline

- The Quintax 'Big Five' model of personality - review and reflection
- Quintax Type - individual feedback reports
- Group discussion of personal styles and preferences
- Small group exercises for exploring personality type and temperament; 'typewatching'
- Implications of Quintax type for work role: small group 'advantages and disadvantages' exercise and individual work
- Defining leadership, how effective leaders behave, differences between managing and leading
- Current ideas about leadership: transactional & transformational leadership, engaging leadership, adaptive leadership
- Quintax Leadership Styles - individual feedback reports
- How to set the vision, inspire and motivate people
- Giving and receiving feedback
- Situational leadership and leadership style
- Being the best leader you can be - developing your own leadership style
- Completion of personal leadership development action plan - individual work
- Review & Close

Workshop details

- The workshop is designed for groups of between 6 and 15 participants
- All participants complete Quintax Online (a short personality questionnaire taking 10 minutes or so) before attending
- Workshop can be held at our Manchester training centre or in-company at your own or third-party facilities
- To discuss further and book contact Derek Wilkie or Vicky Edwards on 0161 877 3277

Price

Public programme: £199 + VAT per person (includes all materials, refreshments, lunch)

In-company: up to 8 delegates, £950 + VAT
9-15 delegates, £1250 + VAT
(includes all materials, excludes venue, refreshments and lunch costs)