



The Oxford Leadership Seminar



17 - 21 February 2025



Milan (Italy)

# The Oxford Leadership Seminar

course code: M1124 From: 17 - 21 February 2025 Venue: Milan (Italy) - course Fees: 4500 Euro

## Introduction:

This seminar is designed to provide practicing or potential leaders with the knowledge and skills required by the role. This leadership programme enables your leaders to critically explore the key idea that the most important function of a leader is to help their people move through the stages of team development.

It will cover all the critical competencies necessary in effective leadership. It runs like a 5 day Leadership master class.

## The highlights of this seminar are:

- Communicate effectively throughout the organisation
- Balance the conflicting priorities of a leadership role
- Avoiding getting stuck in 'management' functions
- Solve problems and make decisions in a structured way
- Adapt your leadership style to any situation
- Achieve results through your team

## Objectives

### By the end of this programme you will be able to:

- To understand the wide range of skills required of the leader
- To develop further the individuals key skills
- To build confidence and ability in leadership skills
- To understand the impact of change on teams
- To develop communication skills
- To generate a strategy for improvement of these key skills in each team member through coaching and mentoring

## Training Methodology:

The seminar is based on a combination of interactive activities - group and individual exercises, case studies, and discussions - along with formal delivery of the latest theory and thinking.

The environment will be a supportive one in which individuals with varying degrees of experience will be encouraged to share the approaches they currently use as well as try out new ones that they encounter on the seminar. The seminar leader will be on hand to answer any questions a delegate may have and to act as a facilitator for building and applying new approaches. We aim for this to be an enjoyable as well as a learning experience and feel that the mix of style and learning techniques will prove valuable to those that attend.

## Organisational Impact:

- Leaders take greater responsibility for their personal impact on their people
- They will understand the link between values and behaviour standards in their teams
- They will be exposed to, and will practice, techniques essential for effective leadership
- Provide a proactive support to their managers within their organization
- Increased effectiveness against personal KPI's through more effective use of team
- Leaders with focus on actions and outcomes not theory

## Personal Impact:

- Develop a culture of continuous sustainable development
- Ability to analyse personal leadership style and personal impact on the team
- Embed positive behavioural change in the minds of leaders
- Increased productivity and performance
- Understanding of how leadership qualities can be transposed to new tasks and new teams

## SEMINAR OUTLINE

### Achieving Excellence in Leadership Issues:

- Foundations of Self-Transformation
- Understanding the key roles and responsibilities for the effective leader
- Transformational Leadership
- Identifying and developing the key skills required as a leader
- Leadership styles and their effect on the team
- Situational Leadership
- JoHari's Window
- Understanding the difference between leadership and management

### Excellence in Communication:

- SWOT Analysis
- Understanding the principles of excellent communication
- The Communication Channels
- Active Listening
- Communication Cycle & Filters
- Identifying and Overcoming your communication problems
- Questioning Skills
- Coaching
- Leadership Beliefs

## **Time Management, Problem Solving and Decision Making:**

- Making the best use of your time
- Setting and maintaining priorities
- Understanding the difference between urgent and important
- Identifying your key time stealers
- Making the Pareto Principle work for you
- A structured approach to problem solving
- Identifying the influences on decisions you make
- Selecting and evaluating options
- Creativity and problem solving

## **Understanding and Influencing Behaviour:**

- Understanding why we behave as we do
- Personality profiling
- Different types of motivation
- Different forms of behaviour
- Using our behaviour to persuade and influence others
- Dealing with difficult behaviour in others
- The 7 Step Creative Process
- Developing a negotiation style

## **Managing People To Achieve Results:**

- Maslow's - Hierarchy of Needs
- Frederick Herzberg - Hygiene Factors And Motivation
- Is Money a Motivator?
- Managing Conflict
- Using delegation & empowerment effectively
- Coaching and Developing Others
- The role of coaching & mentoring
- How to Give Feedback