



Leadership Masterclass One Day Coaching Workshop LEADERSHIP STARTS WITH YOU

EquiLearn offers this one-day Coaching Workshop for senior leaders and/or for groups of senior leaders. Join this fast-paced, action-focused day or embark on a one-day individual journey, explore how to increase your leadership effectiveness, how to tackle real-life practical leadership challenges and get outstanding results.

Workshop Purpose

The quality of leadership is the most critical factor in determining how well an organisation performs. Libraries are full of books on the different leadership theories but linking their content to live workplace issues, is quite another matter.

The notion that leaders are born not made is now largely discredited. Leadership potential is in most of us – but will we step up to take on the challenge of the role? We each must develop our own approach and style preferences to leading; success

demands a level of personal comfort that ensures consistency and authenticity in our attitudes, behaviours and personal presence. **Effective** leadership requires self-understanding, self-acceptance and self-belief as a starting point.

In western societies we have considered leadership as a quality that exists in certain people. As a result, we have a pattern of searching for special people with leadership potential, rather than of developing the leadership potential in everyone. Through all of this, we totally miss the bigger question: 'What are we collectively able to create, pioneer?' How can we learn with and through others? Peter Senge

Different circumstances require different styles of leading. Theoretical models are fine, but leadership is experienced in snapshots as people interact and tackle real issues. The situation will dictate what is appropriate. That is the main reason why so many high-flying leaders in one organisation fail to achieve the same level of success in another. Critical for a leader is the concept of 'permissioning' – the 'right' to lead. **Effective** leadership requires responsiveness to *environment*.

Leaders need to motivate and engage their stakeholders... colleagues, followers. But we are all motivated in different ways; for some, security is the priority, others respond to opportunities to achieve, while there are those who seek affiliation. Whether you are labelled as leader or simply find yourself taking up that role, it is essential that you discover how to get a positive response from those you are leading. **Effective** leadership requires a good understanding of *motivation*.

Coaching Workshop Content

The Masterclass Workshop offers hands-on practical experience with a focus on coaching the participant to increased effectiveness through action problem-solving. Participants are invited to bring an unresolved real-life leadership challenge to explore in a co-consulting context with other participants and/or Equilearn professionals. During the day participants will learn how to become truly effective leaders through collective as well as personal review and reflection, aimed at achieving increased self-awareness - authentic leadership – appropriate to their environment. In short, what will work in each leader's unique set of circumstances.

This unique Leadership Masterclass can be tailored as an in-house event for leaders and emerging leaders or as an individual leadership development day for one top leader.

For further information email: info@equilearn.org