

BUILDING AN 'A+' TEAM! EMPOWERING LEADERS FOR TOMORROW'S CHALLENGES

INTRODUCTION

In today's rapidly evolving business landscape, success is contingent upon an individual's ability to adapt, innovate, and lead amidst constant change. This comprehensive two-day workshop, meticulously crafted around mastering seven fundamental competencies, serves as a vital stepping stone towards professional & leadership excellence aimed at organizational success. This workshop isn't just about acquiring knowledge; it's a transformative journey aimed at empowering participants with the essential skills and mindset needed to thrive in dynamic work environments and teams.

Understanding and embodying these competencies is paramount in today's competitive job market. Whether it's cultivating a growth mindset, fostering innovation, or enhancing communication, each competency plays a crucial role in driving personal, team and organizational growth. By immersing ourselves in interactive activities and real-world scenarios, participants gain practical insights and tools that can be immediately applied in their day-to-day roles. This hands-on approach not only deepens understanding but also fosters a culture of continuous learning and improvement.

The benefits of mastering these competencies extend far beyond leadership professional development. Organizations stand to gain immensely from employees who excel in strategic thinking, effective communication, team management and bonding skills and fostering innovation. By investing in their workforce's growth and development, companies can cultivate a culture of high performance teams, innovation, and adaptability.

WORKSHOP OBJECTIVES

1. **Cultivate a Growth Mindset:** Unlock the potential of the brain, understand the impact of mindset on results, and navigate between fixed and growth mindsets through immersive scenarios.
2. **Activate Achievement Mindset:** Develop and install an achievement mindset using powerful goal-setting techniques and conscious choices, recognizing that talents can be developed and mastered.
3. **Foster Innovation and Change:** Unearth the historical narrative of human innovation, understand the imperative of innovation for survival, and create an environment that fosters a culture of innovation within the organization.
4. **Enhance Communication and Diversity Appreciation:** Understand generational differences, high and low-context communication styles, verbal and non-verbal communication elements, and develop active listening strategies to become a conscious and effective communicator in your teams.
5. **Develop Strategic Thinking:** Differentiate strategic thinking from operational thinking, explore key elements of strategic thinking, conduct environmental analysis, and utilize the Six Thinking Hats strategy to view issues from multiple perspectives.
6. **Redefine and Enhance Work Culture:** Participants will learn to shift their mindset and redefine their perception of employment, enabling them to elevate their work culture through empathy, synergy, and the strategic application of Stephen Covey's 7 Habits of Highly Effective People.

7. **Empower Personal Excellence:** Participants will identify available resources and opportunities within their environment to foster personal and professional growth, to reinforce their commitment to personal excellence and a positive work culture.
8. **Build High-Performance Teams:** Apply the five ingredients of a high-performance team, including building trust, engaging in healthy conflict, committing to decisions, holding each other accountable, and focusing on collective results.

WORKSHOP OUTCOMES

1. **Enhanced Self-Awareness and Growth Mindset:** Participants will have a deeper understanding of their brain's potential and the difference between fixed and growth mindsets, enabling them to adopt a growth mindset and set powerful goals for personal and professional development.
2. **Achievement-Oriented Behavior:** Attendees will cultivate an achievement mindset, recognizing that talents can be developed and mastered, which will drive them to reach their full potential through continuous learning and conscious choices.
3. **Innovative and Change-Ready Culture:** Participants will gain insights into the importance of innovation and change, equipped with practical strategies to foster a culture of innovation within their organization and act as effective change agents.
4. **Improved Communication and Diversity Appreciation:** Attendees will understand and respect generational differences, communication styles, and the elements of verbal and non-verbal communication, enhancing their ability to communicate effectively and listen actively in a diverse workplace.
5. **Strategic Thinking Skills:** Participants will be able to differentiate between strategic and operational thinking, analyze internal and external factors influencing strategy, and apply the Six Thinking Hats strategy to address issues from multiple perspectives.
6. **Cultivated a High-Performance Mindset:** Participants will demonstrate a renewed understanding of work culture, applying the principles of the 7 Habits of Highly Effective People to enhance their effectiveness and contribute positively to a collaborative and empathetic workplace environment.
7. **Achieved Personal and Professional Growth:** Participants will have identified key resources and opportunities for personal development, resulting in tangible actions that align with a culture of excellence and continuous improvement within their organization.
8. **High-Performance Team Dynamics:** Attendees will understand and implement the five ingredients of a high-performance team, including building trust, engaging in healthy conflict, committing to decisions, holding each other accountable, and focusing on achieving collective results.

MODULES

DAY 1

MODULE 1: MINDSET MAGIC - CULTIVATING POSITIVITY AND DEVELOPING YOUR CAPABILITIES

- Unlock the potential of your brain and understand its direct impact on your results.
- Navigate the realms of Fixed Mindset vs Growth Mindset through immersive scenarios.
- Activate a growth mindset with powerful goal-setting techniques and conscious choices.
- Learn that talents can be developed and mastered
- Install an achievement mindset to reach your full potential

Activity: Creativity Exercise, Story-telling, Group Discussion, Mindset Test

MODULE 2: RISE AS A TOP PERFORMER- TRANSFORM YOUR WORK CULTURE

- Redefine your perception of employment and elevate your work culture.
- Harness the 7 Habits of Highly Effective People by Stephen Covey for personal and professional effectiveness.
- Empathy, and Synergy in you
- Identify available resources and create opportunities for personal excellence.

Activity: Games, Group Discussion, Video

MODULE 3- LEADERS AS AGENTS OF CHANGE AND INNOVATION IN THE ORGANISATION

- The Creative Homo Sapiens - Unearth the historical narrative of human innovation and its far-reaching implications.
- Innovation: The Imperative for Survival - Understand that stagnation breeds obsolescence in the ever-evolving landscape of business and change is key to survival.
- Cultivating an Innovative Environment - A blueprint for fostering a culture of innovation within an organisation.
- Role of agent of change in the organisation

Activity: Learning Game, Group Discussion, Personal Sharing, Case Studies

DAY 2

MODULE 4- CULTIVATING RESPECT AND APPRECIATION FOR DIVERSITY & ENHANCING COMMUNICATION WITHIN YOUR TEAM

- Understanding generational differences in the workplace
- High Context Culture vs Low Context Culture communication style
- 5 Elements of Verbal Communication – Becoming a conscious communicator
- 4 Areas that contribute to Non-Verbal Communication – Body Language, Facial Expression, Eye Contact & Voice
- 4 Active Listening Strategies- Decoding the skills and become an expert Active Listener
- Anticipating and addressing potential concerns proactively
- Dealing with difficult personalities

Activity: Learning Game, Role-Play, Group Discussion

MODULE 5: UNDERSTANDING STRATEGIC THINKING- WHAT IS STRATEGIC THINKING?

- Introduction to Strategic Thinking- Definition and importance in organizational context
- Differentiating strategic thinking from operational thinking
- Key Elements of Strategic Thinking- Explore how it differs from conventional thinking.
- Environmental Analysis: Understanding internal and external factors influencing strategy
- The Six Thinking Hats Strategy: A tool to view issues from different perspective

Activity: Learning Game, Hands-on tool utilization , Personal Sharing, Case Studies

MODULE 6: THE 5 INGREDIENTS OF A HIGH-PERFORMANCE TEAM (PATRICK LENCIONI)

- Building Trust as the foundational element of a high-performance team.
- Healthy Conflict: High-performance teams engage in unfiltered, constructive debate
- Commitment to Decisions: Once a decision is made, all team members must commit to it fully, even if they initially disagreed
- Holding Each Other Accountable: High-performance teams hold one another accountable for adhering to the team's goals and standards
- Focus on Collective Results: The ultimate goal of a high-performance team is to achieve collective results

Activity: Group Discussion, Personal Sharing, Case Studies

TARGET AUDIENCE

Leaders

METHODOLOGY

Interactive Lecture, Videos, Group Discussion, Games, Personal Reflection, Assessment questionnaire.

DURATION

2 Days