

MAXIMISING LEADERSHIP POTENTIAL COURSE

Training Date: 16 – 19 April, 2012
Training Venue: Holiday Villa Doha, Qatar

Training Time: 7.30 am – 2.30 pm
Training Fee: USD 2,100 Per Delegate

COURSE OVERVIEW

'Maximising Leadership Potential' is based on a set of values and assumptions about people and their desire to develop skills, to be involved in decision making and to make a contribution to their organisations. This program sets forth those values and beliefs, introduces several key definitions and concepts and provides an overview of the Leadership Models.

Delegates will learn that there is no best leadership style, but why there are best attitudes. They will also learn that Maximising Leadership Potential is a program for developing people, valuing differences and opening up communication. Because this program promotes dialogue between managers and employees, it invites employees to discuss their needs for leadership with their managers.

It is a language, as well as a strategy, for reaching agreements about what people need from their managers in order to develop their skills, motivation and confidence.

PARTICIPANT PROFILE

The program is of relevance to those managers, executives and project leaders who need to turn their goals into reality by developing and empowering an enthusiastic and committed team. Senior management who communicate the leadership philosophy can also explore how to maximise leadership potential.

SELECTED CUSTOMERS



COURSE AGENDA

Day 1 – The Leadership Advantage

Day One explores the roles of managers as leaders and their relationships with their employees. Delegates will learn how to use a range of techniques to manage and develop people with different ability, skill and experience levels.

Discussion: The Objectives of Leadership
Exercise: Great World Leaders
Video: Leadership
Discussion: Bases of Power

Activity: Applied Leadership Questionnaire
Mini Lecture: Leadership Model
Activity: Diagnosing Independence Levels

Introduction: The Myers-Briggs Type Indicator
Discussion: Looking at Type
Activity: MBTI Questionnaire
Summary: The Main Points

Day 2 - Situational Leadership for the Future

Day Two explores the role of the situational leader as teacher and coach, which is to challenge employees to become increasingly self-motivated and self-directed. On day two they will consider the role of the leader in rapidly changing organisations, learn to appreciate the need for flexibility and adaptability and develop personal learning goals for improving leadership skills.

Discussion: Results of MBTI exercise
Activity: Action Planning
Mini Lecture: Defining Leadership Style
Module 1: The Context
Module 2: The Situation
Module 3: The Leader
Module 4: The Match
Module 5: The Application
Summary: The Key Points of Situational Leadership

(Each Leadership module contains a short video segment for each unit to reinforce learning and a combination of activity exercises)

COURSE AGENDA... Cont'd.

Day 3 – Action-Centred Leadership

Day Three is where delegates are led to appreciate the essential functions of a leader, observe those leadership functions in action and apply those functions back in a work situation. The course culminates in everyone analysing their own Leadership Profile, based on Dr. John Adair's Functional Leadership Model and understanding the options open to them when leading their teams.

Introduction:	Objectives of Action Centred Leadership
Discussion:	Leadership Analysis
Activity:	Achieving Results through People
Exercise:	Leadership Checklist
Video:	The Organisation
Mini Lecture:	The Leadership Model
Exercise:	Personal Leadership Profile
Activity:	The Scoring Process
Discussion:	Interpreting the Scores
Summary:	The Three Approaches

Day 4 – Leading to Make a Difference

Day Four is an analysis of the problems facing anyone who tries to take charge of a group and effect a change to the benefit of the organisation. Change is possible - even change for the better, but it begins slowly and through skilled coaching and mentoring brings about a leadership environment..

Introduction:	The Role of Leadership in Understanding Change
Activity:	Change, Critical Incidents
Video:	Leading for Change
Discussion:	Questions about Video
Case:	Improving Efficiency at Diamond Auto
Lecturette:	Force Field Analysis
Activity:	Managing Change
Summary:	Exercise

CONSULTANT PROFILE



John B. Straker M.Sc., P.G.C.E., C.Eng., M.C.I.P.D., is a presenter of programs in the Management Sciences as well as a specialist Consultant in Human Resources, delivering programs and undertaking H.R. projects for major corporations on a range Organisational and Human Resource issues.

As a Principal Consultant in his field, he has extensive worldwide experience implementing change strategies, performance solutions, succession and manpower plans, establishing 'greenfield' H.R. functions, creating major management development centres of excellence and delivering seminars. His HR and management development experience spans over 30 years in a global environment, working for a diverse range of oil and gas multinationals including; Shell, Chevron/Texaco, Caltex, Lockheed Sub-Sea, Foster-Wheeler etc. This selection of companies has given him the opportunity to live and work in a variety of countries such as: Australia, New Zealand, Canada, USA, Europe and the Middle East. His academic posts include lecturing for the University of Wales, NEWI College and the other academic posting was with the King Fahad University of Petroleum and Minerals in Dhahran, Saudi Arabia.

John has held very senior positions in the management and human resource fields, for example; Consultant to the Vice President of Chevron, Group Manager of Human Resource Development for the Savola Company, Jeddah, Learning Program Manager, Foster-Wheeler, Reading and Head of Employee Development for Dubai Aluminium.

During his time in Dubai he created - from a greenfield site – the management development centre for the oil, gas and aluminium industries.

The Centre was opened by H.R.H. Princess Anne and recognised by the World Bank as one of the most advanced centres for HRD in the Middle East. Again, he established the Management Centre of Excellence for Savola in Jeddah, which became a self-funding institute due to the demand for the first class presentation of its programs.

Presently he now consults on programs in the management sciences and human resources, undertaking H.R. and Career Development projects to help organisations improve performance at the individual and organisational level.

His interests lie in developing the customer 'solution' approach to employee development and John undertakes organisational projects that are action oriented in style, often by involving and coaching a company team to arrive at the solution. His aim is to offer realistic solutions that meet the organisational needs with the goal of achieving business results.

He is a principal consultant in the field of Human Resource Management and Development with extensive multinational experience, implementing H.R. change strategies, balanced scorecard, designing employee performance programs, workforce/talent planning for succession, employee leadership programs, recruitment strategy, mission statements/policy manuals and creating centres of management excellence.



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Registration Form

Please Send Your Registration to:

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Course Details

Course Name:	Maximizing Leadership Potential Course	Course Date:	16 – 19 April, 2012
Course Fee:	USD 2,100.00 Per Delegate	Venue:	Holiday Villa Doha, Qatar

Company Information

Organization	
Address	

HR / Training Manager

Invoice to be sent to

Name :		
Tel no.:		
Fax no.:		
E-mail :		

Participant Information

Participant # 1

Participant # 2

Participant # 3

Full Name :			
Job Title :			
Department :			
Telephone No. :			
Mobile No. :			
Fax No. :			
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