



COURSE NAME

360 Leadership

COURSE DURATION

Five days

COURSE DESCRIPTION

This workshop will provide the most comprehensive training on leadership effectiveness in formal organizations with practical suggestions for improving leadership skills. It introduces The Nature of Leadership, The Nature of Managerial Work, Perspectives on Effective Leadership Behaviour.

Participative Leadership, Delegation, and Empowerment, Managerial Traits and Skills Theories of Effective Leadership, Leading Change in Organizations, Leadership in Teams and Decision Groups, Strategic Leadership by Top Executives, and Developing Leadership Skills.

COURSE OBJECTIVES

- To learn strategies and tools to overcome 21st Century challenges.
- The 360 Leadership.
- The 360 Grid.
- To become a more Creative and Competent Leader.
- To learn different Management Styles and how to deal with it.
- To learn the importance of Productive Performance Appraisal.
- To Learn Different Leadership Styles.
- To Learn Different Followers Styles.
- To become a better Leader in the 21st Century.

COURSE OUTLINES

DAY ONE

- Introduction to 360-Degree Leadership:
- Overview of the program and its objectives.



- Explanation of the 360-degree feedback process.
- Importance of self-awareness and continuous improvement in leadership.

Self-Assessment and Reflection:

- Encouraging leaders to reflect on their own strengths, values, and leadership style.
- Identifying personal leadership goals and aspirations.
- Assessing one's own competencies and areas for growth.

DAY TWO

- Gathering Feedback:
- Explaining the process of collecting feedback from different sources.
- Discussing the importance of anonymity and confidentiality in the feedback process.
- Providing guidance on selecting feedback providers.

Data Analysis and Interpretation:

- Reviewing feedback reports and interpreting the data.
- Identifying patterns and themes in the feedback.
- Recognizing strengths and areas for improvement based on the feedback.

DAY THREE

Leadership Competencies:

- Introducing various leadership competencies relevant to the organization.
- Discussing the importance of each competency in effective leadership.
- Assessing participants' current competency levels and creating development plans.

DAY FOUR

Action Planning:

- Setting SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals based on the feedback and identified areas for improvement.



- Creating a personalized action plan for leadership development.
- Exploring different strategies and resources for achieving the set goals.

DAY FIVE

Skill-Building Workshops:

- Conducting workshops and training sessions to develop specific leadership skills.
- Topics may include communication, decision-making, conflict resolution, delegation, emotional intelligence, etc.

TRAINING METHODOLOGY:

- Pre-assessment
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- slides and handouts
- Post-assessment

DELIVERY METHOD:

- In person
- Online