Sheep Herding vs. Shepherding

Leadership is a Concept

Outline of the Training

Module One/Sticky Situations and how to Lead Professionally
- Leadership is an attitude not a managerial level
- Cultural leadership, managerial leadership and operation leadership
- Leading a newly hired staff and the art of directing them
- Leading a trained staff and the art of coaching them
- Staff needs supporting, what is the professional steps to follow in supporting
- How to delegate, when and who?

Module Two/Empowerment and Motivation
- Six steps to empower your staff
- Five stages of implementing empowerment
- Difference between empowerment and motivation
- Criticism is the chore of leadership attitude
- How to give and receive criticism professionally
- How to speak in confidence to get the job done
- Speak positively, powerfully, precisely, and persuasively, the power of the 4Ps

Module Three/Professional Keys of Leadership
- Key characteristics of effective leadership skills
- Leadership and management is an attitude not a professional post
- Recognition, redirect, reprimand and regression; leadership effective 4Rs
- Staff needs ARIA (authority, resources, information & accountability)

Module Four/SDWT (Self Directed Work Team)
- SDWT is a scientific management
- Weaknesses and strength of SDWT
- Problems of SDWT
- Cycle of SDWT maturity
- Five stages of SDWT implementation
- Challenges of SDWT
- Difference between SDWT and Traditional leadership
- Sheep herding vs. Shepherding
Duration of the Training
• It is a four days training from 9:00 a.m. till 3:00 p.m.
• It is a 24 hours training workshop

Target Audience
• Middle management
• Branch managers
• Leaders and supervisors
• Senior Professionals at the work place
• Training group is not to exceed fifteen

Methodology
• Group exercise
• Games
• Group discussion
• Video tapes