

# Developing Leadership Skills

March 13-16, 2012

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**“My father had a simple test that helps me measure my own leadership quotient:**

**When you are out of the office, he once asked me, does you staff carry on remarkably well without you?”**

Martha Peak, Group Editor, AMA Magazines, *Management Review*, October 1992

This quote by Ms. Peak says all about leadership and its effectiveness. It also indicates the need for leadership to be a widespread virtue and not a prerogative of the privileged few. It indirectly indicates the need for leadership at various levels within the organization as well as in the community at large. The leadership thought has evolved over time when it was a widespread belief that “leaders are born” to the current state when leadership is seen as a set of behaviours that can be learnt.

This programme aims at providing opportunities to participants to understand the current leadership thought and its evolution as well as to discuss some of the behavioural and situational theories of leadership in detail. The programme also intends to help participants develop self-awareness for their leadership style preferences and leadership effectiveness.

## Objectives

- Familiarize an understanding of leadership and related concepts
- Provide an overview of the various leadership models
- Make participants aware of their own leadership styles and preferences
- Provide understanding of competencies of “effective leaders”
- Provide opportunities to develop or refresh leadership communication skills
- Make participants aware of leadership mistakes that must be avoided

## Contents

- Evolution of Leadership Thought
- Behavioural and Situational Leadership Models
- Assessment of Leadership Styles and Skills
- Leadership for Transformation
- Leadership Communications: One-on-One, with Groups, Meetings
- Team Leadership Skills
- Leadership Mistakes that Must be Avoided and Why

## Pedagogy

The programme will be conducted through interactive lectures, case discussions, and exercises. Some instruments would be used for developing self-awareness amongst participants regarding their leadership style preferences and leadership skills. Sharing of experiences by participants forms a crucial component of the programme. Selected videos will also be screened to help participants enhance their understanding of some concepts discussed during sessions.

## Participants

This programme would be useful for those who have the responsibility of “influencing people”, be it their own team or at the community level.

## Fee

₹ 16,000 per Indian participant and US\$ 700 per overseas participant

**Deadline for Confirmation of Participation: October 15, 2011**