

Authentic Leadership



Authentic Leaders adopt different styles based on their innate characteristics and life-experience, but they do share some common themes and it is these we address during this one-day workshop

Overview

It is sometimes said, “If you want to know if you are a leader, look behind to see who is following”. We can add to that, “If you want to know if you are a *good* leader, listen to what those behind are saying about you”. Do your team members trust and respect you? Are they loyal? Will they go that extra mile for you when needed? Do they like working for you?

In her book ‘The Fearless Leader’, Chris Baron makes the bold statement that, “Employees don’t quit their jobs, they quit their leaders”. Her premise is that only authentic leaders can command the trust and unerring loyalty of their teams necessary to survive and succeed in this increasingly challenging world of work. As such, becoming an authentic leader would seem a sensible if not a necessary aspiration for anyone focused on success. But what does that take?

Research published in the Harvard Business Review highlighted some common themes of authentic leaders: they demonstrate passion for their purpose; they are consistently true to their values; they exercise self-discipline in their efforts to achieve their goals; and they understand the importance of building long-term meaningful relationships with others.

This one-day programme explores the concept of the authentic leader and the characteristics that differentiates them from other types of leaders, including the distinct qualities of:

- Self-awareness
- Relational transparency
- Balanced processing
- Internalised moral perspective.

Aims

The aims of this one-day workshop are:

- To provide participants with an understanding of what it means to be an authentic leader
- To develop an awareness of the behaviours and skills that lead to authentic leadership

Learning Objectives

By the end of the programme, you will be able to:

- Explain with it means to be an authentic leader
- Describe techniques for developing your self-awareness
- Explain how to develop charisma through authenticity
- Define trust and explain how to develop trust with others
- Explain how to generate a sense of purpose within the team through involvement
- Give feedback to enhance motivation, and develop confidence and competence
- Apply coaching techniques to developing your team
- Establish a plan for developing yourself and your team.

Workshop Content

What is Authentic Leadership?

- The psychological contract
- Authentic leadership principles
- Using your experience
- Having a vision
- Operating with integrity
- Being yourself

Emotional Intelligence

- Emotion intelligence
- The Johari Window
- Disclosure and feedback

Developing Charisma

- The importance of self-esteem
- The self-esteem cycle
- Positive self-talk
- The charismatic you

Building Relationships

- What is trust?
- The trust equation
- The trust triangle
- Leading with the heart
- Levels of listening
- Barriers to listening

Involving the Team

- The continuum of leadership behaviours
- Action centred leadership
- Seeking different views
- Being consistent
- Sharing success

Giving Feedback

- The ethos model
- The reflective feedback model
- Being assertive
- Handling difficult conversations

Developing Others

- Taking a coaching approach
- What is coaching?
- The GROW model
- Gibbs Model of Reflective Practice

Looking to the Future

- Developing yourself
- Developing your team

Product Code: AUTHL

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