

The Science of People Leadership

About the Program

Leading people and teams is one of the most critical aspects of a Manager/ Leaders' work as success is less determined by the technical work they do but more by how they steer the team towards the common goal. Normally, one gets promoted to the team leading roles based on the performance as an individual contributor however, the challenge in the team leading role is very different from what the person might have handled as an individual contributor. Going through the challenge, they learn from experience, often by trial and error combined with what they see around and what they see their own managers. In order to ensure a consistent leadership performance, they must get the tools and methods of leading a team to success, hence the "**Science of People Leadership**".

Objectives

- Appreciate the need to connect with people and earn their respect
- Understand the different capability levels of the team members and use appropriate ways of getting work done through the team
- Understand the engagement levels of the team members and enhance their engagement
- Provide meaningful feedback and engage in difficult conversations
- Use coaching to improve the performance of team members
- Gain trust and credibility of team members

Outcome

Participation in this workshop would strengthen the participants understanding and skill in leading teams thereby resulting in improved team performance, delighted customers, and enhanced employee satisfaction.



Methodology

The 2-day workshop is highly experiential with case studies created using real life experiences and challenges faced by managers and their teams. The workshop is weaved around the story-board depicting life of a few managers in a hypothetical company (close to the Client Organization context) to draw out lessons that participants can relate to. This is followed by understanding the tools and methods that participants can use in leading teams.

Pre-work

In order to achieve the desired outcome from the intervention, the case studies, simulation and role plays shall be designed based on pre-work involving interaction with a sample cross-section of participants and project sponsors.

About Us

Potentia aims to bring out the best in people & organizations we work for. Our offerings include OD Consulting, Leadership Development, Inner Transformation & Motivation, Capability Building and Strategic HR. Potentia collective brings together an experience of over 300 person-years. For more details visit www.potentia.in.