

## LEADERSHIP DEVELOPMENT & TEAM TRAINING

At deeks & co. we are very passionate and well equipped to help teach you the new way of leadership. It is becoming important to adopt a coaching style of leadership that focuses on developing employees' skills, enhancing their motivation, and achieving desired outcomes. There is an easier way to communicate as part of a team. We will design and deliver a fully customized training program designed to meet your company's unique leadership needs. The program is for those looking to enhance their leadership skills, work better as a team, and improve communication strategies with a Coach-approach. This 21-hour program cover the following modules:

| CORE MODULES  | LEARNING OUTCOMES  |
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| Understanding the value of Coaching in Leadership           | <ul style="list-style-type: none"><li>• What does it mean to Coach?</li><li>• Develop a stronger understanding of what it means to be part of a team.</li><li>• Communication strategies to use Coaching as a leadership technique.</li><li>• Learn how to utilize individual strengths for maximum benefit.</li><li>• Practice the art of listening</li></ul>                     |
| Dealing with change   | <ul style="list-style-type: none"><li>• Understanding that people are different and reactions to change and behaviours are varied.</li><li>• Clarity on what a change vs. a transition means.</li><li>• Your role as a leader of a team in managing and communicating the changes.</li></ul>   |
| Coaching for Performance Management                         | <ul style="list-style-type: none"><li>• Learn what it means to provide 'feedback' that will better motivate somebody. The focus is all about looking ahead, not looking behind.</li><li>• How to use a Coach-approach to performance management</li></ul>  |
| Identifying your Leadership Style – Benefits & Improvements | <ul style="list-style-type: none"><li>• Understand your personal style and what is working, and what could work better.</li><li>• Determine where your strengths lie so you can utilize those while understanding areas to improve.</li><li>• Moderating an effective approach and adjusting to other personality types</li></ul>  |
| Improving conversations                                     | <ul style="list-style-type: none"><li>• How to manage difficult conversations and effectively communicate</li><li>• Develop specific listening and questioning techniques to Coach your leaders.</li><li>• Become more comfortable with the difficult conversations and your reactions to them.</li><li>• Channeling the inner desire to always give advice and guidance</li></ul> |
| ELECTIVE MODULES  | LEARNING OUTCOMES  |
| Time Management   | <ul style="list-style-type: none"><li>• Develop effective time management skills.</li><li>• Specifically running effective, strategic, and cooperative meetings where employees leave feeling energized.</li><li>• Strategy development for managing multiple priorities.</li></ul>  |
| Conflict Management   | <ul style="list-style-type: none"><li>• Develop the ability to understand how you behave in conflict and how you can effectively manage stressful situations</li></ul>   |
| Delegation & Decision Making                                | <ul style="list-style-type: none"><li>• Strategies for delegating effectively.</li><li>• Using goal setting to improve delegation.</li><li>• Use coaching techniques to understand how delegation can improve team dynamics.</li><li>• Making decisions and delivering the message</li></ul>   |
| Running an Effective Meeting                                | <ul style="list-style-type: none"><li>• The coaching style of chairing a meeting, setting objectives, and listening to team members.</li><li>• Practice opportunities to present and deliver key messages and strategy implementation.</li></ul>   |