



## Training Topics:

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### Session 1 – Leading Self (1.5 hours)

- **Working with Self**
  - Fixed vs Growth Mind-set
  - Introspection: Where am I in my leadership journey?
  - Connecting Beliefs, Behaviour and Results
- **Working with One's Thoughts and Emotions**
  - The neuro-science of emotions
  - Understanding one's triggers
  - Learning to manage one's emotions under pressure
  - Responding rather than reacting

### Session 2 – Leading Others (1.5 hours)

- **Concept of Transactional Analysis**
  - To enable participants to differentiate and relate to the various ego states.
    - Parent
    - Child
    - Adult
- **Understanding Intrinsic Motivation**
  - Adapting the work of Daniel Pink
    - Creating a sense of purpose
    - Facilitating an environment of autonomy
    - Instilling a sense of mastery



## Session 3 – Leading Teams (1.5 hours)

- **The Core of Good Team-work**
  - Establishing Trust
  - Developing commitment and accountability
  - Performance = Potential - Interferences
- **Effective Feedback Conversations**
  - Giving and receiving feedback
  - Working with 'Skill' and 'Will' Issues

## Training Methodology

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- **Our delivery methodology will include:**
  - Role Play Simulations
    - Based on real-life scenarios participants face
    - Role play scenarios will be simulated based on the challenges that the participants face on a regular basis
    - All participants will be involved
    - Feedback from the facilitator as well as peers will be used as learning tools
  - Interactive Polls
  - Instructor Led Training / Group Coaching
  - Breakout Rooms
  - Group Discussions