

Being an Effective Leader

**LEADERSHIP
DEVELOPMENT**
part of our **PROGRAMME**



About the programme

Did you know Leaders with transformational leadership behaviours and strong decision-making skills typically see a 20-30% increase in their group's productivity compared to less effective leaders? (Madanchian et al., 2017)

This transformative program is your gateway to confidence, competence, and courage in leadership. It's not just another dry management seminar - it's a powerful experience that will reshape your approach to leading others.

Through our unique blend of transformational, servant, and feminist leadership principles, you'll discover how to authentically connect with your team, even under pressure. You'll learn to balance people and performance for sustained success, and gain practical tools to boost your emotional intelligence and motivate others. By the end of this journey, you won't just understand leadership - you'll embody it.

Key takeaways

After completing this module, you will be able to:

- Understand your leadership strengths and areas for growth
- Master a range of leadership styles to adapt to any situation
- Develop emotional intelligence to enhance team performance
- Learn effective delegation and empowerment techniques
- Create a personal leadership development plan
- Build the confidence to lead authentically under pressure

Agenda

Module 1 - Key Ingredients of Excellent Leadership

- Essential components, core principles and values that contribute to outstanding leadership and lead a high performing team
- Examination of the key qualities and characteristics exhibited by exceptional leaders.

Module 2 - AIR: Actions, Interactions, Reactions & SLOW

- AIR (Actions, Interactions, Reactions) in leadership
- Practical strategies for aligning actions, managing interactions, and responding effectively to various situations.
- SLOW (Stop, Listen, Observe, Wait) graphic and its relevance to leadership including guided exercises to practice mindful leadership using the SLOW approach.

Module 3 - Goleman's 6 Leadership Styles

Daniel Goleman's six leadership styles - case studies and examples illustrating each leadership style in action.

Module 4 - Transformational, Servant and Feminist Leadership

Exploration of underlying leadership theories and principles and their impact on organisational culture and performance.

Module 5 - Leadership that Motivates, Delegates, and Empowers

Strategies for motivating teams, delegating tasks, and empowering team members. Trust and psychological safety within a team.

Methodology

At TCM, we specialise in crafting bespoke ENGAGE LEADERSHIP programmes tailored to your organisation's needs. Our approach includes a thorough Learning Needs Analysis (LNA) using our 5D Methodology™: Discover, Diagnose, Dream, Design, and Deploy.

In addition, our leadership programmes draw on sound theories and models such as emotional intelligence, positive psychology, coaching, appreciative inquiry, transactional analysis, and principled negotiation.



- **Transformational Leadership:** The programme integrates transformational leadership principles, fostering inspiration, innovation, and a shared vision among participants.
- **Servant Leadership:** Emphasising a non-hierarchical approach, servant leadership prioritises well-being and development.



"TCM's leadership programme offers intense learning on such important and powerful human connections, working heavily with emotions. As all of us interface whether that be in work or personal, such skills, tools and techniques can help, learnt through this course."

- Mashhuda Kazi, General Manager at NHS



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What happens next

- Explore the 13 other modules in our [Leadership Development Programme](https://engageleadership.com) at engageleadership.com
- Get in touch with our Customer Success Manager, **Aditi Sigar** at aditi.sigar@thetcmgroup.com and start planning your leadership journey