

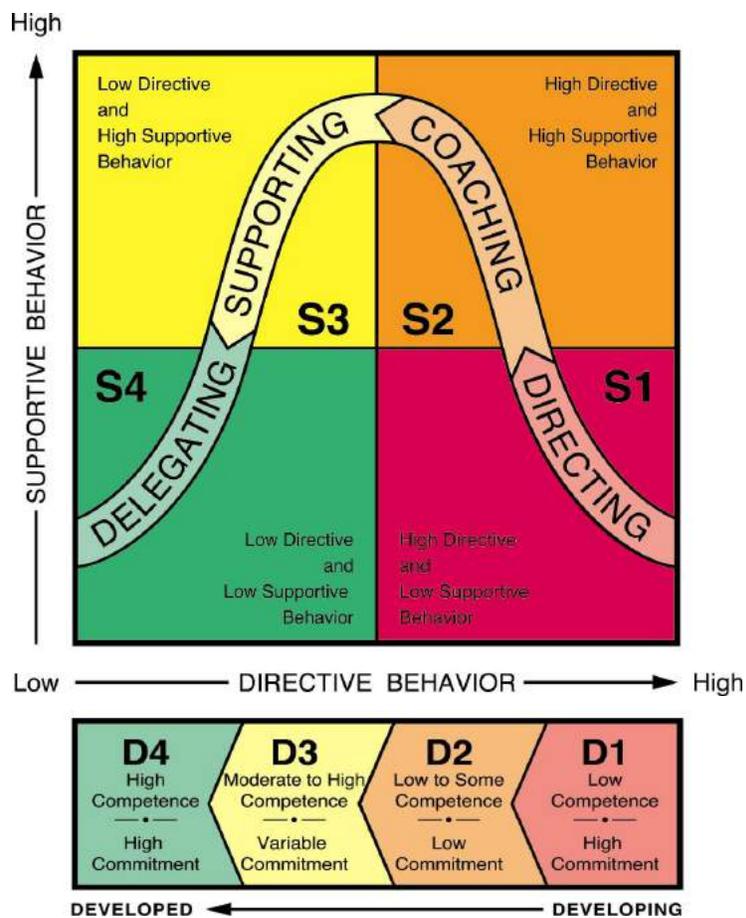


Mind Mapper
Shape Your Mind

Presents...

Situational Leadership Program

..... Getting Your Leadership to Perform



Situational Leadership Program

.....A 2- day training course for managers

Course Overview

This unique two-day program for Managers, Team Leaders, Specialists, uses a mix of both hands-on experience in assessing situations and practical real-life applications.

Situational Leadership is a very powerful model to **increase managers' effectiveness** that is used by 14 million people worldwide and by 70% of Fortune 500™ companies. It is an easy-to-understand model that can be an enormously **powerful tool** in day to day business. When correctly applied the process literally has the potential to **transform your business**.

Key Learning Objectives

Situational Leadership Course is structured for participants to achieve three major objectives:

- ✓ **Increase** their understanding of how people can be influenced and Situational Leadership can be used to develop strategies for increasing productivity.
- ✓ **Develop** basic skills that will help them match their leadership styles to the needs of others.
- ✓ **Understanding** how effective leaders match their leadership style to the behavior of their people.

Suitability - Who should attend?

This Situational Leadership training course is suitable for managers, team leaders, specialists or anyone who has a role in which success is dependent on being able to influence and lead others to achieve key performance objectives.



Training Module:

Day 1		
Time	Topic	Objective
	1. Leadership: a. Management & Leadership b. Use of 'Power' in Organisations	Understanding Leadership & Management and how this creates relationships in organisation
	2. Performance a. Components of Performance (Understanding Competence & Commitment) b. Development (D) Levels	Clarifying the constituents of performance for diagnosing a leadership opportunity.
	3. Situational Leadership: a. Understanding Situational (S) leadership behaviours b. Understanding when to use which leadership behaviour	Learn to match the leadership opportunity to the leadership action to enhance leadership effectiveness.
	4. Exercises using Mager's Chart a. Practice diagnosing development level (D) in own leadership challenge b. Practice using the right leadership action based on the situation (S)	Practice with Situational Leadership model to enhance leadership effectiveness
	5. Empowerment: a. Understand the components of empowerment using the Situational Leadership Model	Learn how to empower your associates according to the D-Levels.
Summary and closing of day 1		
Day 2		
	6. Effective Communication : a. Communication Model b. Verbal Vs. Non verbal Communication c. Johari Window	Understand Interpersonal Communication. How to ensure effective communication.
	7. Feedback: a. Types of Feedback b. Feedback and Consequences c. What type of feedback to use when (D-Level)	Feedback is a powerful Coaching tool. Learn to be more effective through proper and effective feedback.
	8. Bell ringing exercise a. Learn effectiveness of feedback through an exercise b. Learn about the dimensions of feedback and how to deliver more impactful feedback	Through an interactive feedback learn when to use different types of feedback more effectively
Evaluation and Closing		



The Key Resource Person



Leveraging talent towards strategic success

Organisational Development & Strategic
Human Resources (HR) consultant | Talent management
& learning agility thought leader | Executive coach

Former - HR and Talent leader, in Novartis AG.,
with experience in Bangladesh, Asia-Pacific, Americas & Europe.

Sayem Haq

Exclusive International Consultant, Mind Mapper Bangladesh & Certified Executive Coach

An internationally experienced human resources & talent leader, with considerable strategic and commercial focus in the delivery of 'best in class' performance management, organisation design, talent development and employee engagement processes. Fully committed to deliver relevant HR solutions and aligned corporate strategic mission, I employ my inclusive leadership style to empower and advise managers, stakeholders and colleagues to leverage talent towards strategic success.

Trained by Korn-Ferry on their *learning agility* competency model, he partnered with line-clients in Asia-Pacific, the Americas & Europe to establish a market-leading talent and succession process to support their *long-term* strategic agenda.

He was instrumental in establishing a balanced *performance management* and evaluating process to align objectives and motivate employees to drive organisational agenda over the *short-term*.

Using *change management* process he has successfully completed several *employee engagement* projects in North America and Europe which has helped clients to achieve job satisfaction and higher retention rates of top talent.

He has successfully introduced leadership development initiatives by training and coaching frontline and mid managers on leadership concepts and skills by identifying competency gaps in Asia-Pacific and European countries. This significantly helped in strengthening the talent pipeline of the supported organisations.

By partnering with global line-clients, he has delivered several organisational development initiatives across the world with a focus on identifying 'build' vs. 'buy' talent strategies.

In 2015, he has completed a 12 months *Advanced Practitioner Diploma in Executive Coaching* from the Academy of Executive Coaching (AoEC) in London which has enhanced his leadership and coaching abilities for Executive development in organisations.

He has often been defined by the line-clients as a

- Savvy and Practical Innovator who establishes a vision and follows it through to completion so that great ideas get implemented; and possesses the ability to be both strategic and tactical in thinking and actions, finding connections and impacts of change and decisions.

- Engaging and Compelling Communicator who brings clarity to complexity and gets people past all the noise to focus on what's most important by providing a system for learning, application and connecting the dots, attuning to the situation and their needs.

After living and working in Thailand, USA and UK for over 12 years, he has now relocated to Dhaka to pursue his ambition to make a difference in developing talent for strategic success in corporate houses in Bangladesh.





Situational Leadership Program
Resource: Sayem Haq
Date: 18th - 19th January, 2019
Registration Fees: 10,000 + VAT
Venue: TBC

House# 210 (2nd Floor), Road# 13 New DOHS, Mohakhali, Dhaka Cell:
01755684690, Phone : +88 02 9833180
E-mail: nazmul@mindmapperbd.com
Web: www.mindmapperbd.com

