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GLOBAL
LEADERSHIP
CONSULTANTS

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Mastering The Transition From Technical Expert To Leader

Transforming
Business *for* Good

ACS REGISTRARS ISO 29990

ACS REGISTRARS Quality Assurance ISO 9001

ilm Approved Centre

PMI Registered Education Provider Project Management Institute

bci Business Continuity Institute Corporate Partnership

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Course content

Why Choose this Training Course?

This exciting training course is designed to assist technical experts and professions the skills needed to transition as a leader. The transition from a technical expert to a leader can be difficult as it requires skills and competencies that may not have been part of your training or previous work experience. Technical experts are often promoted because they have recognised knowledge and skills in their field, but they may not have the skills and knowledge when it comes to leading and managing people.

This training course will allow you to explore the skills needed to lead in any organisation. This training course examines the key ingredients of successful leadership and the right mix of functional and interpersonal skills to meet organisational objectives, build a high-performing team, and expand your impact as a leader of people.

This training course will feature:

Moving from technical skills to people skills
Become a successful communicator with all stakeholders
Understanding key change management principles
Developing a high-performing team
Essential Skills for coaching others

By the end of this training course, participants will be able to:

Develop self-awareness and emotional intelligence
Differentiate between transformational & transactional leadership
Communicate a clear vision of the broad impact of change
Demonstrate ability in the use of active listening skills
Transition from a technical expert to a competent leader

Who is this Training Course for?

This training course is suitable to a wide range of professionals but will greatly benefit:
Technical professionals transitioning to leadership roles
Engineers
Engineering Managers
Project Managers
Technical Leads
Operational Managers
Financial Professionals
HR professionals moving into Leadership roles
Anyone recently promoted into a people management or leadership role

Course content

Day One: The Need for Leadership in the Modern Workplace

From technical expert to leader
The difference between managing and leading
Characteristics of highly effective leaders
Transformational and transactional leadership
The importance of Emotional Intelligence (EI)

Day Two: Key Communication Skills of Leaders

Effective interpersonal communication in the leadership role
Communicating successfully ± Avoiding communication barriers
Active listening and questioning skills
Understanding your own personality profile
Developing self-awareness

Day Three: Building and Leading Successful Teams

Achieving the high-performing team
Stages of team development
Identifying the essential factors in motivation
The benefits and barriers to delegation
Decision-making with teams ± avoiding group think

Day Four: Essential Skills for Coaching

The Coaching Cycle (PEDICR)
Key listening & questioning techniques for coaching & mentoring
Introducing SOLER techniques
Plan a coaching session & preparing a coaching plan
Set coaching objectives which are measurable (SMART)

Day Five: Leading & Managing Change

The key drivers of change
The difference between change management and change leadership
Overcoming resistance to change
Change at the individual, team and organisational level
The five psychological phases of change and their effective management

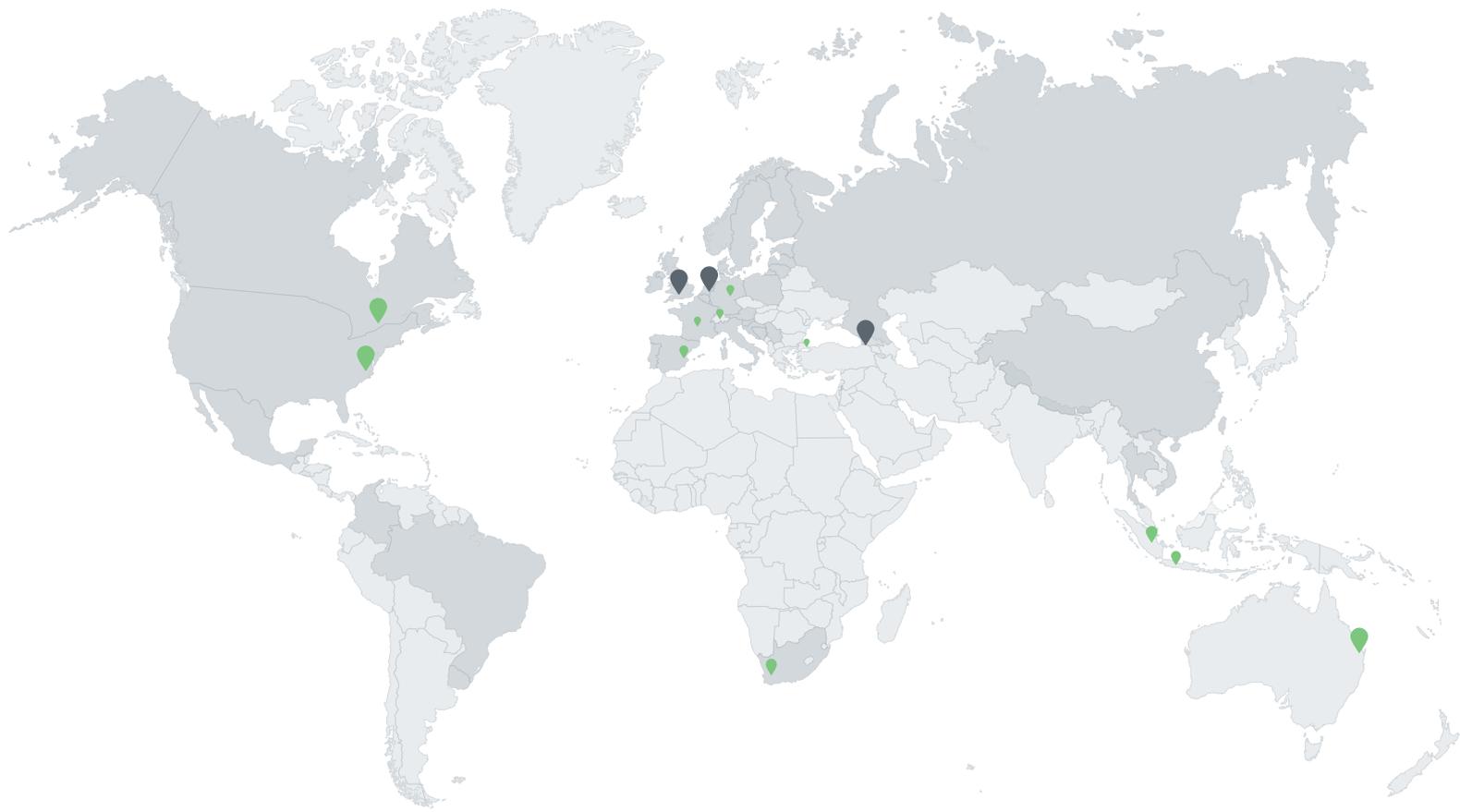# informatech GLOBAL LEADERSHIP CONSULTANTS

About **informatech** GLOBAL LEADERSHIP CONSULTANTS

informatech is a global leadership consultancy that aligns people, purpose & strategy - driving socially responsible transformation in global organisations. Our international network includes 215 partners, consultants, and coaches in 24 countries throughout Europe, North America, Latin America, Asia, and Africa. We transform leaders, align teams and create resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change.

For more information about **informatech** GLOBAL LEADERSHIP CONSULTANTS **or to get in touch, visit us at:**

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Performance Consulting | **Leadership Development** | **Team & Exec Coaching**