

Table of Content: 2-Day Training for Senior Managers

Day 1: Leadership Foundations and Strategic Communication

1. Welcome and Icebreaker

- Introduction to the program and participants.
- Icebreaker activity for team bonding and engagement.

2. Understanding Team Dynamics

- Tuckman's Team Development Model (Forming, Storming, Norming, Performing, Adjourning).
- Video: High-performing teams in action.

3. Strategic Communication and Trust Building

- The role of open communication in leadership.
- Trust-building exercises to strengthen leadership effectiveness.

4. Leadership in Team Collaboration

- Activity: "Minefield" to explore communication and problem-solving styles.
- Reflection: Leadership lessons from team-building activities.

5. Problem-Solving and Decision-Making for Leaders

- Frameworks: PDCA and DMAIC tailored for leadership decision-making.
 - Activity: Case study analysis and group discussions.
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Day 2: Advanced Leadership and High-Performance Teams

1. Creative Problem Solving and Innovation

- Brainstorming methods to enhance innovation in teams.
- Activity: Real-world problem-solving simulation.

2. Conflict Management and Negotiation Skills

- Techniques for conflict resolution and negotiation.
- Role-play: Leadership in workplace negotiations.

3. Emotional Intelligence for Leaders

- Building emotional resilience and managing team dynamics.
- Activity: Emotional intelligence assessment and exercises.

4. Goal Setting and Building High-Performance Teams

- Setting SMART goals aligned with organizational vision.

- Activity: “Raft Building” to develop collaboration and leadership.

5. Stress Management and Professional Effectiveness

- Strategies to handle workplace stress and improve effectiveness.
- Guided mindfulness exercises and stress management techniques.

6. Final Reflection and Action Planning

- Recap of training takeaways.
- Development of a personalized leadership action plan.