

# GULF INSTITUTE



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# Leadership Development for Engineers

## INTRODUCTION

- Engineers have the potential to become talented leaders. This highly interactive training course is designed for Engineers in a leadership role or seeking to move into the leadership role. Understanding your role, your people and their motivations are the key attributes of a talented leader.
- The Leadership Development for Engineers training addresses all the challenges you face in leading, managing and driving your team to superior performance. You will explore and develop the key skills for leading people in all disciplines.

Participants on the training course will develop the following competencies:

- Goal-setting
- Motivation
- Coaching
- Performance Management
- Conflict Management
- Emotional Intelligence

## PROGRAMME OBJECTIVES

- Know and use the key skills of leadership
- Motivation-Developing High Performance and creating a winning culture
- Be even more persuasive
- Present ideas with Confidence and passion
- Use coaching and consulting styles of leadership
- Know how to deal with difficult people and situations effectively
- Understand the impact of developing Emotional Intelligence
- Have an action plan to initiate back at work

## WHO SHOULD ATTEND?

- Engineers who currently lead teams and want to refresh and re-energise their thinking
- Professionals who want to understand how to lead effectively
- Engineering professionals who want to deliver increased levels of performance and enhance their reputations further
- Professional individuals seeking to develop their hidden talent

## TRAINING METHODOLOGY

- This highly interactive training course is designed to ensure participation and engagement using the latest learning tools and techniques. Participants will be energised and challenged with thoughtful and provoking topics in interesting ways, which accelerate learning and embed ideas and new learning so that real behaviour change will result following the attendance of this training seminar.

## PROGRAMME SUMMARY

- This training course will take participants on a journey of discovery from the latest developments in Leadership practice through to high level Communication skills and Emotional Intelligence. Along the way, they will explore and use the essential skills of motivation, performance management, coaching, and conflict management. A really holistic approach to leadership development.

## PROGRAM OUTLINE

### From Engineer to Leader

- Stepping up to Leadership
- How to be a Successful Leader in an Engineering Organisation
- Setting Your Course: Vision, Mission and Success Factors
- The Life-Cycle of an Employee
- The Leadership Framework
- Exercise: The Project

### Understanding your Leadership Role

- Leadership Philosophies
- Your Skills Audit
- What Effective Leaders do

### Leadership Skills for Engineers

- Managing Your Resources
- Motivation without money
- The Essentials of Performance Management
- Developing People-empowering and delegating
- The Leader as Coach
- Coaching Exercise

## Dealing with Discipline and Conflict

- The Art of Leadership and Discipline
- The Window on the World of Conflict
- The Steps To Deal with Every Situation
- Dealing with a Poor Performer
- The Most Difficult People
- Dealing with Liars, Gossips and Saboteurs

## Developing Emotional Intelligence in Others

- The Core Competencies of Emotional Intelligence
- Your Emotional Intelligence Profile
- Your Strengths and Areas for Development
- Developing Empathy
- The Link Between Thoughts, Behaviour and Performance
- Your Personal Action Plan

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