

Leadership for a Changing World - with DiSC Assessment

Course Summary

Description

The COVID-19 world pandemic and other significant events of the past year have forever changed the workplace. These events have exposed new leadership opportunities, and changed how we work, collaborate and solve problems in the workplace. There has never been a more significant need for leadership as we return to our workplaces that have dramatically changed in the past 18 months.

This course focuses on how to apply the core leadership skills and behaviours essential to a leadership position in the new workplace. Seen through the lens of what we have learned about leadership and incorporating what the post-pandemic workplace will look like in the future, course participants explore and discuss essential leadership concepts and behaviours and how these concepts and behaviours apply to their specific situation.

Objectives

At the end of this course, students will be able to:

- Know the relationship between leadership and change leadership,
- Be able to define and describe essential leadership skills and behaviors in a post-pandemic workplace,
- Know the significant role influence plays for a leader to lead teams in person and remotely,
- Know which leadership style is most effective in various situations and how to shift leadership style appropriately to be an effective leader,
- Know the importance of the relationship of the leader to the group and how to demonstrate leadership to the group/team/project team etc.
- Know the role leadership plays in creating and maintaining a diverse and inclusive workplace,
- Know the importance of the relationship of the leader to the individual and how to demonstrate leadership at the one-to-one level with team members.
- Know the role leadership plays in helping to maintain healthy work-life balance and workplace mental health and wellness.

Topics

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| • Introduction to the Course | • Meeting Individual and Group needs |
| • Principles of Leadership | • Leading Hybrid Teams – The Evolution of Work-Life Balance |
| • Understanding my Preferred Leadership Style and the New and Evolving Workplace | • Maintaining and Developing the Team |
| • Leadership and Change | • Stages of Team Development |
| • Leadership and Influence | • Leadership, Mental Health & Wellness |
| • Leadership, Inclusiveness and Diversity | • Application Exercise |

Audience

Any professional preparing for advancement into a post-pandemic leadership role.

Prerequisites

There are no prerequisites for this course.

Duration

Two days

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Course Outline

I. Introduction to the Course

- A. Participants are introduced to the topic and discuss the importance of, and benefit to themselves, of being an effective leader and stepping up to a leadership role.
- B. Participants also receive an introduction to what will be covered in the course and information about how the course will be conducted. Participants describe their purpose for participating and their goals for attending the course.
- 5. understanding how individual leadership style reacts to, and interacts with, other styles and when to shift a preferred style to be a more effective leader,
- 6. strategies to increase leadership effectiveness with other styles,
- 7. insight into how to approach building more effective interpersonal relationships as a leader,
- 8. detailed understanding of leading other DiSC styles within the context of goals, actions under pressure, and fears,
- 9. how to identify others' DiSC style.

II. Principles of Leadership

- A. Format: Interactive Group Discussion
- B. Participants explore what is leadership and what are the essential leadership skills and behaviors a leader must know and demonstrate.
- C. To maximize time in the classroom the Everything DiSC Workplace Assessment is completed online and before attending the class Participants are expected to have printed and read their assessment report prior to attending (approximately 20 minutes to complete the assessment and an additional 20-30 minutes to initially review the report.)

III. Understanding my Preferred Leadership Style and the New and Evolving Workplace

- A. Format: Lecture and Interactive Group Discussion
- B. Participants gain essential insight into their individual leadership behaviors and preferences together with a solid understanding of the needs of their team and individuals on the team using the Everything DiSC Workplace four quadrant behavioral model. The Everything DiSC Workplace debrief provides:
 1. an overview of the 4 DiSC quadrant behavioral styles and related subtypes – including a general description of goal objectives, fears, and motivators related to leadership,
 2. detailed insight into preferred DiSC leadership styles and related behavior preferences,
 3. insight into behavioral priorities and desired outcomes of working with others – key drivers of influencing others,
 4. insight into what motivates, and what causes stress,

IV. Leadership and Change

- A. Format: Interactive Group Discussion
- B. The greater the amount of change the greater the need for leadership. Understanding the changes that have been brought about, and will continue to be evolve, as a result of the COVID-19 pandemic are central to being an effective leader. Strong leadership yields strongly positive results, while poor leadership has significant negative consequences. This topic focuses on how leaders need to rise to the challenges of the new and evolving workplace.

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Course Outline (cont'd)

V. Leadership and Influence

- A. Format: Interactive Group Discussion
- B. Participants discuss the relationship between Influence and Leadership, the connection between personality style, behavioral preferences and leadership. Participants further and explore key topics essential to leadership success including the four pillars of influence, sources of influence power as a leader, and how to maximize influence effectiveness as a leader.

VI. Leadership, Inclusiveness and Diversity

- A. Format: Interactive Group Discussion
- B. Participants discuss explore the role leadership plays in creating and maintaining an inclusive and diverse workplace.

VII. Meeting Individual and Group needs

- A. Format: Lecture and Interactive Group Discussion
- B. Participants discuss the importance of a leader's relationship to the individual and the group – which relationship takes precedence over the other, and how to balance the needs of the group with the needs of individual group members especially when managing remotely or leading hybrid dreams.

VIII. Leading Hybrid Teams – The Evolution of Work-Life Balance

- A. Format: Lecture and Interactive Group Discussion
- B. Participants discuss strategies and tactics essential to lead teams that consist of those working from home and those working in the office, the challenges of setting and achieving goals, and working towards better work-life balance. It's also about maximizing

collaboration to achieve improved creativity and innovation.

IX. Maintaining and Developing the Team

- A. Format: Lecture and Interactive Group Discussion
- B. Team and individual development has been put on hold for many teams in an effort to get the work done – now it's time to invest in people and teams and in their development. Participants discuss strategies and tactics essential to meeting group needs and being perceived by the team as an effective leader.

X. Stages of Team Development

- A. Format: Lecture and Interactive Group Discussion
- B. Participants explore the stages of team development, related requirements of the leader, and strategies for leaders to meet these needs and the implications of team development in a changed and evolving workplace.

XI. Leadership, Mental Health & Wellness

- A. Format: Lecture and Interactive Group Discussion
- B. Participants explore the evolving role that leadership plays in the mental health and wellness of the team and themselves. This is a topic that has been identified as “missing” prior to the COVID-19 Pandemic, but has increasingly become an important issue for leaders to address.

XII. Application Exercise:

- A. Participants identify opportunities for self-development and begin creation of an individual personalized leadership development plan.