

Leadership and Talent Growth

The Clarico Group Inc.

www.claricogroup.com

Leadership and Talent Growth



This course has been designed keeping in mind the growing requirements of the corporate world. It aims to raise awareness about the dynamics of communication in business environment, develop influencing and negotiating skills, enable executives to establish and communicate their credibility, project personal effectiveness through demonstration of confidence in decision making. Overall, this program attempts to facilitate superior performance.

This 2 day course is designed for managers with some experience wishing to develop a range of skills to maximize the effectiveness and motivation of their teams and themselves.

COURSE OUTLINE

Successful Team Communication

- Characteristics of an effective team
- Understanding team roles and identifying them within your team
- Team-Building
- Promoting Co-operative behavior
- Strategies to overcome the 5 dysfunctions of a team

Managing Team Performance

- Developing the team's strengths
- Setting targets and objectives
- The importance of equal stakeholding
- Dealing with conflict and difficult situations
- Effective communication within the team

Managing and Developing Talent

- Evaluating individuals' strengths and areas for development
- Effective feedback
- Delegation as a development tool
- Motivation
- Coaching Skills

The program is fully workshop-driven, with an emphasis on skill development. A combination of course leader-led discussions, practical exercises, role play and case studies will be used.

LEARNING OUTCOME

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

- Inspire confidence in your leadership
- A happier, stronger and more effective team
- Improved decision making
- Ability to put motivational theories into practice to improve team performance
- The skills to put motivational theories into practice to improve team performance
- Recognize the strengths of your team and use these to the team's advantage
- A blended learning experience to improve retention and assist the transfer of learning outcomes back in the workplace

Enlightenment and Knowledge Transfer

One of our core values is to educate and transfer continuous improvement philosophy and a *lean* way of thinking across the organization. In addition to direct projects we are able to:

1. Lead Workshops on best practices and adoption of Lean tools and techniques
2. Employ video and multimedia production to capture and celebrate success stories from across the organization. We can produce and highlight your most potent lean tools – **your people**.
3. Curate resources (print, digital, e-learning tools, and other) for continued learning and development

Enable. Educate. Enlighten.

**ENABLE
EDUCATE
ENLIGHTEN**



About Us

The Clarico Group puts ourselves in your shoes, listens and accurately grasps your needs, issues and problems. Then we help you to succeed by delivering any combination of our Clarico Client Trilogy.

Client Option #1 – We Enable by Doing or helping to do what you need to succeed

Our consultants deliver results for you by working on your behalf, running programs or projects for you or just being part of your teams, to make the best happen for you by planning and executing at strategic, tactical and operational levels. We help your teams make better, more creative decisions and, most importantly, actually execute on them.

Client Option #2 – We Educate Using Workshops to educate you as to how and what you need to succeed

Before, during or after our consulting work for you ... it's your choice ...we make sure that there's knowledge and skills transfer. We innovate, design and build interactive workshops, eLearning and classroom training MENTO. The right concept. The right message. The right media. At The Clarico Group we customize and integrate traditional and new media.

Client Option #3 – We Enlighten by providing you with how-to media to guide your success.

We provide our clients with the best book, audio and video media and references to allow you to enable your success for yourself.

Contact us:

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or visit us at www.claricogroup.com