

COMPARISON GRID

Moving up the leadership ladder can be daunting. Effective managers do not always make strong leaders. They have to learn new skills and gain new self-awareness in order to influence and inspire those around them. INSEAD's 4 Core Leadership programmes are designed to smooth the transition by developing your leadership skills as you move into a larger role within your organisation

PROGRAMME

The Leadership Transition

Leading for Results

High Impact Leadership Programme

Learning to Lead

PARTICIPANT PROFILE

LENGTH 5 days + 2 days

LENGTH 5 days

LENGTH 5 days

LENGTH 4 days

- Experienced, mid-career executives in upper-middle to senior level positions preparing to take on enhanced leadership responsibilities within their organisations
- Particularly those who are moving from functional or operational roles into roles that are more strategic

- Middle or senior managers from all functional areas who have typically made the transition from managing individual contributors to managing other managers
- More than 6 years' management experience, with significant line or functional responsibilities, and with high potential for top leadership positions

- Managers with 3 to 6 years' experience leading teams (including MBA graduates) who are looking for specific training in leadership and management
- Participants range from high-potentials to experienced technical specialists who have come to leadership positions late in their careers

- Professionals making the transition from an individual contributor status to a position of managing others for the first time, or who have made this move within the last 2 years
- Professionals from diverse industries and age ranges, who share the need to develop their people-management skills as they manage direct reports for the first time

CONTENT

- Understanding the latest leadership models – and personalising them for yourself and your organisation
- Comparing yourself with different leaders by analysing their styles on video
- Learning about the hidden dynamics of your team's behaviours and how to leverage them
- Diagnosing your organisation's political landscape and getting things done through effective informal networks
- Using 360-degree feedback and coaching skills for self-improvement – and developing an individual action plan

- Setting direction: the characteristics of a challenging vision and strategy – and how to communicate them
- Aligning resources: designing a results-oriented organisational structure; developing high-performance cultures; aligning goals; sustaining focus
- Inspiring action: creating high-performance teams; leading by leveraging emotions; aligning rewards with performance
- Developing yourself using feedback from others (including the programme's 360-degree assessment)
- Developing others through effective coaching and mentoring

- Understanding organisations: the structure, culture and behaviour; how to influence and incentivise people, leveraging formal structures and informal networks
- Leading teams: the interface between the individual and the organisation; how to manage internal group processes and develop talent; how to manage external sources of knowledge, information and support
- Developing leadership skills: a hands-on workshop; practical sessions with coaching and group work to develop self-awareness, address personal weaknesses and build on personal strengths; the creation of an individual development plan supported by post-programme follow-up

- Mastering essential leadership skills to become a successful manager of people
- Developing people skills to lead teams, motivate others, reinforce good performance, correct undesired behaviour and provide constructive feedback effectively
- Learning frameworks, tools and techniques to support different managerial roles
- Understanding the four key roles of a manager: director, motivator, enabler and coach

KEY BENEFITS

- Gain valuable personal insight into your leadership style and its impact
- Develop a leadership strategy with more constructive use of leadership power, allowing for more effective behaviour and results as a leader
- Become a transformational change agent, facilitating an increase in positive results from senior-level initiatives

- Acquire deep insights into personal leadership strengths and weaknesses
- Gain tools for setting direction and vision to guide teams and units to create a high-performance culture
- Develop strategies to motivate people, delegate responsibility and lead change

- Understand how organisations work and how to develop and use your professional network to achieve your objectives
- Learn how to create and maintain a high-talent, high-energy and high-performance 'X-team'
- Enhance your ability to obtain results through others by improving self-awareness, motivating your team, and influencing your organisation

- Develop awareness of your strengths and weaknesses as a leader
- Acquire confidence and tools to create vision and set team direction for greater success
- Master frameworks and tools to inspire people and motivate them to perform better

LOCATION

Fontainebleau

Fontainebleau
Singapore

Fontainebleau
Singapore

Fontainebleau
Singapore