

Training program:

Supportive Leader – introductory leadership training

Info:

Name:	Supportive Leader – introductory leadership training
Code:	lead-lider
Category:	Tech lead and team lead
Target audience:	architects developers devops
Duration:	2-4 days
Format:	50% lecture / 50% workshop

An effective leader needs to combine technical and managerial skills in order to best perform his or her work. However, since the vast majority of leaders in software houses are selected based on their technical know-how, there are often significant gaps in the managerial part of the skill-set.

While most leaders try to make do, using trial and error, or basing their approach on their own experience with their own, previous leaders, this can lead to the perpetuation of ineffective, or even potentially harmful solutions. As such, a this training was designed specifically for present and potential leaders, devoted to building and improving their managerial skills

The Supportive Leader training is designed as a short introduction, focusing on teaching key leadership skills and attitudes for effective leaders. It is an intensive package, transferring several of the key skills needed in effectively managing a team.

Areas of implementation:

- preparatory training for people soon to be promoted to the position of team leader or similar
- assistance for informal leaders in the company and for people with leadership potential
- a good support training for people already working as team leaders and managers in the company

Training program

1. The roles of an effective leader

1.1. Leadership styles and choosing the proper style

1.2. The Blanchard Situational Leadership model.

2. The major challenges standing before the leader:

2.1. empowering and improving communication (both internal and external)

2.2. providing effective feedback

2.3. supporting growth and skill development

2.4. building and maintaining motivation and engagement

3. Setting up and maintaining basic rules for cooperation and the challenges in effectively communicating them

4. Key issues in effective communication

4.1. significant areas of misunderstanding and how to deal with them

4.2. how to ensure clearer and more precise communication

5. Leadership authority – the structure of dominance and charisma

5.1. key issues related to status/authority behaviors

5.2. when to use specific status behaviors

5.3. looking at the team from the perspective of a status dynamic

6. Providing effective feedback both in group settings and during 1:1 meetings

6.1. basic NVC communication

6.2. the FUKO model

6.3. the challenges of effectively providing negative feedback

7. Supporting growth and skill development

7.1. primary barriers to development

7.2. how to better recognize developmental needs of team members

7.3. how to effectively discuss growth plans

8. Motivation

8.1. main motivational needs

8.2. the Yerkes-Dodson law

8.3. motivational solutions available for leaders

8.4. environmental tools for supporting motivation and engagement