

Essential People Leadership: Personalised Alignment, Insight and Growth

Core skills developed



Decision making & judgement



Leading self & others



Analytical thinking & problem solving



Collaboration & teamwork



Productivity & personal effectiveness



Adaptability & learning agility



Relationship & stakeholder management



Emotional Intelligence (EQ)



Effective communication

Benefits

Strategic alignment, team synergy and deliberate management intent

Effective leadership in the current context relies on the ability to bridge the gap between operational tasks and the human side of work. Success depends on how well a leader connects with their people, ensuring that diverse work preferences are understood and integrated to create a motivated, cohesive team environment.

This course develops the practical skills needed to lead with intentionality and adaptive agility. Using the Team Management Profile psychometric tool, participants gain strategic insights into their leadership style while mastering the mechanics of delegation, decision-making and feedback. The focus remains on building trust and addressing disengagement proactively to sustain momentum.

The result is a measurable increase in team engagement and performance achieved by aligning management approaches with diverse working styles.



Course participants will increase team performance and engagement by aligning their management approach with the diverse strengths and working styles of their people



Stakeholders will benefit from more effective coordination and clearer communication, resulting in improved team alignment and more reliable delivery of shared objectives.



Your organisation will strengthen its internal management standards by establishing a consistent, practical framework for driving team performance and navigating day-to-day operational challenges.

Modules

1 Defining management presence in an evolving landscape

- Examining management and leadership perspectives through established theories
- Reviewing role expectations and credibility to strengthen professional presence and impact

Competency: Identify the scope and responsibilities of the manager role to build influence and professional credibility

2 Unlocking leadership impact through your personal profile

- Using the Team Management Profile to gain strategic insights into work functions
- Evaluating personal management strengths and styles to inform high-impact leadership practice

Competency: Identify personal management strengths and preferences to drive more leadership impact

3 Optimising team synergy by aligning strengths and tasks

- Leveraging individual strengths to increase team velocity and day-to-day coordination
- Strengthening team synergy by adapting leadership style to diverse work preferences

Competency: Align team tasks with individual strengths and work preferences to improve co-ordination and optimise day-to-day effectiveness

4 Enhancing team trust through adaptive communication

- Tailor personal communication styles to align with others using work preference insights
- Refine communication strategies to connect effectively with team members who are harder to engage

Competency: Adapt communication approaches to build trust and strengthen professional connections

5 Maximising motivation & personal commitment

- Align motivational strategies with diverse work preferences to drive personal purpose and energy
- Address disengagement proactively through considered and professional management actions

Competency: Apply diverse motivational approaches to fuel team members' energy

6 Strengthening decision quality and team commitment

- Refining decision quality by drawing on diverse thinking styles and preferences
- Communicating decisions strategically to build alignment across the team

Competency: Make and communicate decisions effectively while drawing on diverse thinking styles to strengthen team commitment

7 Enhancing team impact through strategic delegation

- Maximising team impact by identifying high-value tasks to delegate or retain
- Communicating delegated work clearly to strengthen accountability and ownership

Competency: Delegate work strategically to drive clear ownership and reliable delivery

8 Maximising team potential through growth-focused feedback

- Give structured feedback to drive motivation and reinforce high performance
- Navigate emotional responses professionally to maintain objective and progress-led dialogue

Competency: Use feedback to inspire motivation and refine performance while strengthening team momentum

Outcomes

- ★ Lead with strategic intent across key management tasks by applying personal work preference insights to motivation, decision-making, and delegation
- ★ Maximise team synergy and coordination by adapting your leadership and communication styles to align with diverse strengths and work preferences
- ★ Navigate complex team challenges and performance conversations with professional composure to sustain momentum and strengthen accountability\