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Advance Leadership Skills

Techniques for influential leadership and building support.



Advance Leadership Skills

METADATA

Decision Making and
Problem Solving

Communication

Leadership and
Followership

Teamwork and
Collaboration

Professional
Development and
Mentoring

Top 10 Teaching Points

01

Adaptive Decision-Making is the skill of being able to alter decisions effectively based on new information.

02

It's your job as a manager to not only encourage your employees to be honest with you when changes need to be made, but to also make them feel secure in their choice to be honest with you.

03

Situational Leadership Theory suggests that adopting a flexible, dynamic style of leadership can significantly improve a team's performance and morale.

04

If you're feeling ready to bring a new plan to your colleagues, take a moment at first to sit down with yourself and make sure you understand why this is important to you.

05

After you've taken the time to reflect on your idea internally, start small and pitch casually to trusted colleagues.

06

Take the time to listen to and understand the reasons behind someone's lack of support.

07

Approach the process of influencing higher ups with respect and professionalism, even if you disagree with the person you're trying to influence.

08

Familiarize yourself with both the organization's overall goals as well as your superior's goals for the company when trying to gain support for your ideas.

09

An easy way to influence people is to make them feel heard and trusted.

10

In addition to keeping track of company and executive objectives, it's important to break down risks versus benefits.

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01

How do you think adapting your leadership style to fit different team members or project phases could change the outcome of your current projects/ initiatives? Can you reflect and give an example where situational leadership would have made a difference in past projects?

02

In what ways do you believe creating a culture that actively encourages honest feedback can impact decision-making process and team dynamics? Do you have any ways you would implement this in your own team?

03

Reflecting on the teaching points about gaining support for your ideas, how would you approach and convince skeptical stakeholders of a new and unconventional proposal?

04

Considering the emphasis on adaptive decision making, how would you balance quick decision making with thorough risk assessment in a fast paced situation? Do you have any methods you would use to ensure all decisions are well thought out?

05

Can you list some examples on how integrating an empathetic leadership style can help build long-term relationships and support for strategic goals within your workplace? Are you able to think of an instance where integrating this approach would significantly help your teams dynamic?

Questions to Ask for Dialogue

Key Takeaway

01

Flexibility in learning- adapting

02

Cultivating honest feedback for a stronger team

03

Developing strategies to influence people

04

Integrating empathy into leadership