

Leadership during Turbulent Times

Course objectives:

- Learn latest leadership models and explore how they relate in the context of crisis.
- Discover how to map low and high impact leadership behaviors.
- Practice how to design and implement strategies to learn from experiences.
- Explore the tenets of transformational and adaptive leadership.
- Experience leadership coaching on how to best apply the newly attained insights.

Core Learning Model:

- The course will rely on a four-part high-performance learning model.
- This will include an outline on 1) why the discussed topics are relevant, 2) how a specific leadership approach works, 3) practice different leadership styles, and 4) develop relevant leadership model for applying and measuring the results.

Delivery Format:

- In addition to interactive sessions and participant discussions, the trainer will use a combination of experiential learning tools using online trainings.

Who Should Participate?

This program will benefit to mid to senior level managers who handle problems, changes, projects, and innovation on a day to day basis. The course will enable them to have hands on experience on best practices during crisis, and developing their own action plan.

How Will You Benefit?

Through attending this program you will develop an understanding and application of:

- Personal leadership strengths and weaknesses
- How to set direction and create a vision for your team
- Effective team performance and how to plan and organize own work
- How to use emotional intelligence and coaching for better team performance
- How to develop an action plan for developing your leadership style
- Implementation and Measuring results for further Leadership improvement

Course Flow:

6th of May DAY 1

Every Wednesday's @ 8p.m.

6 weeks until 17th of June, without Eid week

each session 1,5 - 2 hours with outcome (quizzes and practical proposals)

Session 1: Are Leaders Born or Made? - Wednesday, 6th of May 2020 @ 8 p.m.

Participants will be encouraged to explore how they define a leader, and be challenged to think about the assumptions that lie within their definitions, covering following topics:

- Definition of a Leader
- Attributes of a Leader
- Leader vs Manager.

Outcome: Online quiz

Session 2: Leadership Competencies - Wednesday, 13th of May 2020 @ 8 p.m.

- **Competencies of effective leaders during crisis**
- **Developing yourself and others in turbulent times**
- **Keeping the vision and turning the Crisis into Opportunity (post crisis scenario)**

Outcome: Proposal for turning the crisis into opportunity

Session 3: Leading Change - Wednesday, 20th of May 2020 @ 8 p.m.

This session will be based on the principle that the natural reaction to change is pause and reflection.

- **Leading change**
- **Building an effective organizational culture to manage change**
- **Motivating and** inspiring employees

Outcome: Proposal for understanding the NEW Reality and developing Action plan for your organization.

Session 4: Different Leadership Styles: Transformational and Adaptive Leadership - - Wednesday, 3th of June 2020 @ 8 p.m.

Participants will be introduced to different schools of leadership styles and focus on these two:

- Transformational and Adaptive leadership

Participants will then break into groups, and critically analyze the different leadership styles. The discussions would focus on the skills needed to successfully make the styles work, and also on the pros and cons of each model.

Outcome: Analyze your organization and identify the leadership style that best applies for your organization.

Session 5: Building High Performance Teams - Wednesday, 10th of June 2020 @ 8 p.m.

This session will analyze following performing questions:

- What makes a team high performing?
- How the goal setting, taking ownership, and effective communication affects the performance?
- How to foster team performance?
- How does the organizational structure affect leadership styles?

Outcome: Explore the above issues and developing action proposal for leadership performance.

Session 6: Emotional Intelligence and Leadership Coaching - Wednesday, 17th of June 2020 @ 8 p.m.

What are the key learnings, and how can they be applied in the participants' own context:

- Leadership coaching, and how can coaching impact in making transformational changes within an organization?

- How can participants become more aware of their personality traits and realize their effect on their own leadership styles?
- DISC Analysis and Four Tendencies Analysis Exercise, followed by Debrief.

Outcome: DISC Analysis and Four Tendencies Analysis Exercise.

Course Fee – Ramadan Special offer:

One session price QAR 780.

Total price for all six sessions: QAR 3,120 - pay 4 get 6 sessions!

Instructors Bio

Dr. Shibana Khan

Dr. Khan is a strategic management expert with a strong background in international business, multicultural management, and corporate social responsibility. She has provided strategic management consulting and training to organizations in Asia and Europe, from grassroots to multinationals. She is a director of Arminius Strategy Consultants where she leads a number of projects for sports management, international telecom, real estate, and trading firms. She is also a certified executive coach who supports her clients in developing and honing their leadership skills for sustained success. Shibana has lived and worked in Germany, Switzerland, UK and USA before moving to Qatar. She received her Doctorate in Management from the University of St.Gallen, Switzerland. She also holds a Master's degree in Environmental Policy and Communication from the University of Pennsylvania, USA.