



THE LEADERSHIP CHALLENGE

WE WILL EQUIP YOU WITH THE KEY LEADERSHIP COMPETENCIES TO EXCEL IN NEW WAYS. THESE INCLUDE SELF-AWARENESS, LEADING THE AGENDA, AND INFLUENCING & INSPIRING YOUR PEOPLE

DPR ADVANTAGE

- Track record of successful delivery to executives at the most senior level
- Deep functional capability in developing leaders
- Global experience of working in 'Blue Chip' multi-nationals
- Our associates include Lominger Inc., Hogan Assessments, CPP and Tracom, the owner of Social Stylesm

BROAD COMPETENCIES

- Leading Self (pre work)
- Leading the agenda
- Aligning people to accomplish the agenda
- Motivating and inspiring people
- Doing it the 'right way' with company values

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THE LEADERSHIP CHALLENGE WORKSHOPS

The programme is modular, each module takes 5 to 6 hours. Leadership Challenge workshops include:

LEADING SELF - (PRE WORK)

- Hogan Assessment
- 360° Qualitative Assessment
- Emotional Intelligence
- Lominger Competency Model
- Noble Purpose
- Personalised Development Plan

TEAM LEADERSHIP & ALIGNMENT

Whether it is for a newly formed or well-established team, a low or a top performing team, the research and the experience behind team leadership and alignment can be applied to maximise effectiveness and reach peak team performance.

LEADING THE AGENDA

We will equip you with the common understanding of the elements of “Leading the Agenda” and a good grasp of the linkage between elements:

- Values
- Vision
- Strategy
- Operating Imperatives
- Goals
- Operating Systems

SOCIAL STYLESM

The Social Style workshop is an awareness and skill-building programme based on the Social Style approach to inter-personal relationships. The approach is based on over forty years of research and training experience. We explore the styles of:

- Drivers
- Amiables
- Expressives
- Analyticals

CONFLICT MANAGEMENT

Using the Thomas-Kilmann *Conflict Mode instrument* (TKI) helps people discover how the ways they handle conflict - their conflict styles - affect performance. The workshop targets four key objectives:

- Expanding self-awareness
- Assessing conflict solutions
- Developing awareness of others
- Learning and applying new skills

PEOPLE/ORGANISATIONAL SAVVY

We will equip participants to maneuver well to get things done, become politically aware and agile, and know what the right thing to do is. The model has four critical facets:

- Social Astuteness
- Interpersonal Influence
- Network Ability
- Apparent Sincerity / Empathy / integrity

MOTIVATING / INSPIRING PEOPLE “What makes people tick”

We work on the basic principle of the McClelland-Atkinson approach to motivating /inspiring and the Hogan Assessment of motives, values and interests. The McClelland /Atkinson model includes:

- Achievement
- Affiliation
- Power

CHANGE MANAGEMENT

Increase your awareness of what constitutes effective change management and address the issues associated with making a change. We give you the tools and techniques for managing change and to feel comfortable leading a team and yourself through change.