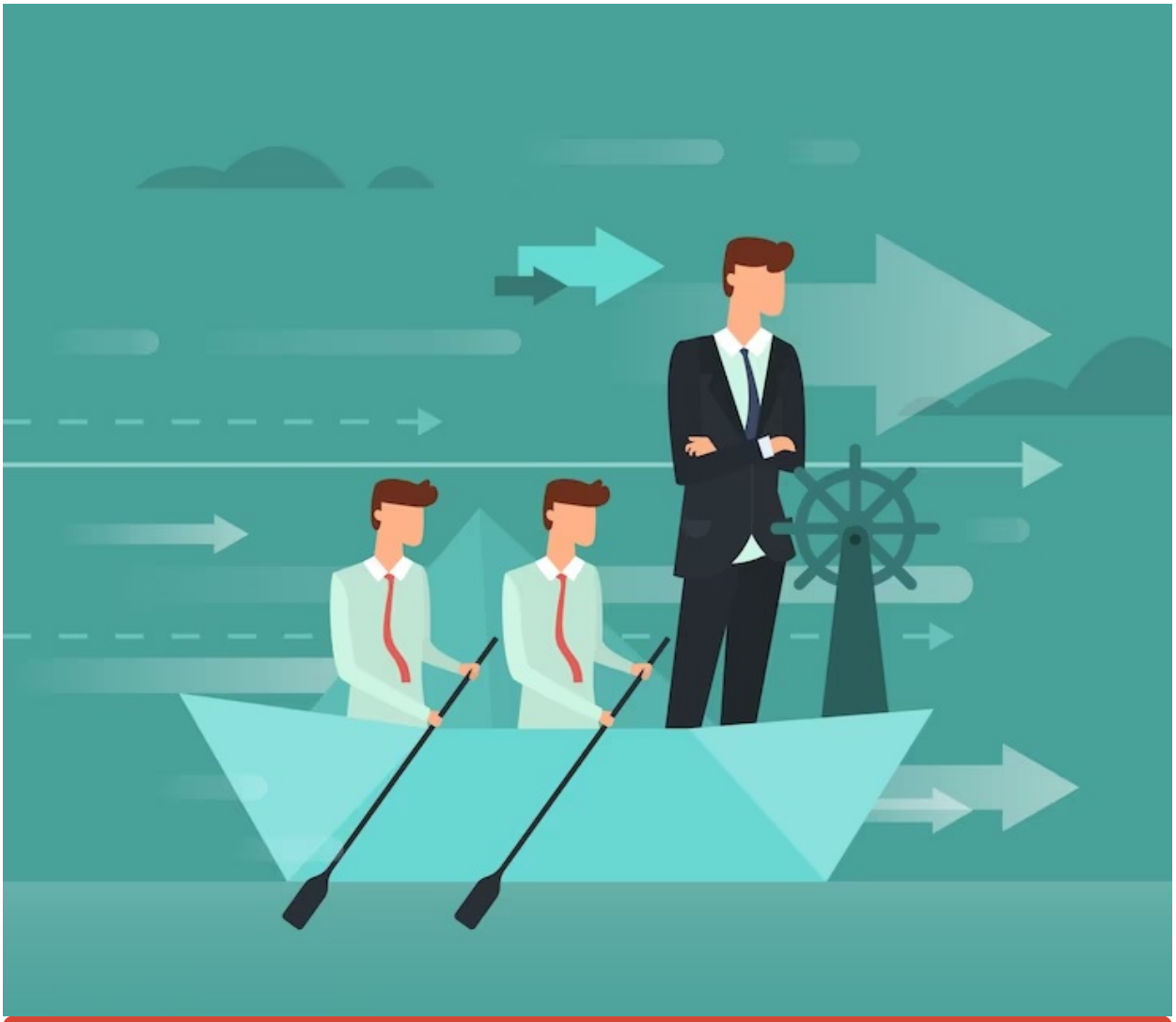


Empathetic Leadership Using Lean Methodology

Duration: 5 Days

Language: en

Course Code: MG2-163

Objective

Upon completion of the course, participants will be able to:

- Gain self-awareness of personal leadership style and skills.

- Monitor and adapt personal emotions and behaviours for the benefit of team members.

- Analyse the principles of lean methodology.
- Review the benefits of utilising lean methodology within an organisation.
- Provide a positive influence on team members.
- Understand and apply the principles of effective communication.
- Encourage dedication and improvement from employees.
- Offer initiatives and rewards for exceptional performance.
- Establish a safe, healthy, and positive working environment.
- Assess the importance of building positive workplace relationships.

Audience

This course is designed for anyone within a leadership or management role who wishes to develop an empathetic leadership style. It would be most beneficial for:

- HR Personnel
- Executive Directors
- Team Leaders
- Project Managers
- Regional Managers
- Operations Managers
- Senior Executives
- Sales/Marketing Directors

Training Methodology

This course uses a variety of adult learning styles to aid full understanding and comprehension. Participants will review case studies of established leaders with an empathic leadership style to highlight key areas of importance and possible areas for faults.

They will be provided with the best tools required for learning exercises to improve their skills. The supplied case studies will allow participants to gain a much more advanced understanding of empathetic leadership as they can assess how it applies not just in theory but also in practice. Furthermore, they will be able to demonstrate the communicational and practical skills learned and gain feedback from one another.

Summary

All organisations require strong leadership to be able to thrive in their respective industries. However, the style of leadership changes greatly from business to business. While some particular industries benefit more than others from certain leadership styles, the empathetic leadership style can be universally applied to a vast amount of organisations.

Empathetic leadership is designed to prioritise the company's people without sacrificing productivity. An empathetic leader can assess their employees' physical and emotional needs and adjust their personal communication and behaviours to better meet these needs.

Empathic leaders, particularly those utilising the lean methodology, strive to create an environment where all team members feel valued and are passionate to perform to the best of their abilities. They actively encourage others to share their innovative ideas and will work together to create ambitious objectives and goals.

This style of leadership holds control through trust. An empathetic leader will work to build positive relationships with team members to gain and return their trust. This can allow for better and more confident communication within the team, where they can prioritise tasks and address possible conflicts more efficiently.

Course Content & Outline

Section 1: Introduction to Leadership

- Identify traits of successful leadership communication.
- Assess the role of empathic leadership within an organisation.
- Interpersonal and intrapersonal skills.
- Understanding the advantages and disadvantages of empathetic leadership.
- Gaining self-awareness of flaws and striving for improvement.

Section 2: Emotional Intelligence

- Defining Emotional Intelligence Quotient (EQ).
- Evaluating the body-mind connection.
- Managing the stress of leadership.
- Innovative leadership to enhance teamwork.
- Providing and receiving constructive criticism.

Section 3: Personal and Organisational Transformation

- Managing emotions using the TENT technique.
- Responsibility and focus on control.
- Assessing the workplace culture.
- Understanding how personal leadership style fits into the culture.
- Creating the ideal environment to promote goals and objectives.
- Defining the lean methodology and understanding its benefits.
- Setting goals, targets, and objectives in alignment with the lean method.

Section 4: Building Relationships

- Increasing social awareness.
- Applying the principles and practices of emotional intelligence to develop relationships.

- Encouraging the development of emotional resilience.
- Communicating effectively with employees, higher-ups, and investors to increase business standing.
- Organising group-based activities to create bonds and increase morale.
- Prioritising the physical and mental well-being of employees.

Section 5: Improving Teamwork

- The importance of emotional intelligence for team effectiveness.
- Positive mentoring and coaching to improve performance.
- Self-motivation and motivating others.
- Creating action plans for self and team improvement.
- Encouraging team members to take initiative.
- Establishing an environment where team members can share innovative ideas.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD

Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Human Resources Management (HRM), Management & Leadership

Tags

Leadership, Management, HR, LEAN methodology

Related Articles



Empathy VS. Authoritarianism: Striking A Balance In Effective Leadership

Explore the world of leadership dynamics with a focus on empathy and authority. Discover the advantages and challenges of each style and learn how to find the right balance for effective leadership.

YouTube Video

https://www.youtube.com/embed/gXEJ0lyLNok?si=OrlfYqE2CzORX8IB