

# Inspiring Leadership

Engaging and motivating individuals and teams



One week professional development workshop  
1 to 5 November 2021, Dubai, United Arab Emirates



ACCREDITED  
BRITISH ACCREDITATION COUNCIL  
ACCREDITED SHORT COURSE PROVIDER

PAi is accredited by the  
British Accreditation Council  
for Independent Further and Higher Education

*“The strength of the team is each individual member. The strength of each member is the team. The spirit, guidance and direction of an effective team is its leader”*

**Jackson/Driver, 2018**

### **About the workshop**

This workshop will provide you with an opportunity to review your potential leadership style by experiencing a range of proven leadership techniques and methods. It reviews a number of traditional leadership typologies and draws upon proven products, guidance and application. In addition, it will introduce you to the techniques of modern leadership within a supportive learning and development setting that will encourage your engagement and active participation.

It will refresh and build upon your existing knowledge, in addition to developing your skills in performing consistently as an effective leader within your current working environment.

### **Who is the workshop for?**

The workshop is designed for leaders, aspiring leaders and anyone managing teams in the public, private or non-government sector. Regardless of whether you are an experienced manager or relatively new to leadership, this workshop will enable you to hone your skills in communication, relationship management, influencing and inspiring people – ultimately achieving synergy within your working teams.

### **How participants will benefit**

The workshop will:

- Provide you with an opportunity to challenge traditional leadership approaches and mindsets and re-think your leadership style
- Explore new techniques which you can adapt to the changing needs of your workplace
- Guide you in developing a roadmap for effective and sustained optimum performance for you and your team
- Enable you to practise problem-solving and decision-making skills
- Improve your ability to communicate effectively with colleagues and stakeholders and enhance your impact as a leader
- Give you a chance to reflect, plan for the future and continue your professional development.

### **What the workshop will cover**

- Models and styles of leadership
- Leadership development
- Influencing and persuading
- Problem-solving and decision-making
- Leading change
- Effective communication
- Raising competency

## Programme outline

	AM	PM
Day 1	<p>Welcome and introductions</p> <ul style="list-style-type: none"> <li>• Setting the learning climate</li> <li>• Programme overview</li> </ul> <p>Leadership development</p> <ul style="list-style-type: none"> <li>• Defining leadership</li> <li>• Essential traits, qualities and skills for leading people                             <ul style="list-style-type: none"> <li>• <i>Exercise: group/individual (psychometric) development activities</i></li> </ul> </li> <li>• Models of leadership                             <ul style="list-style-type: none"> <li>• Contingency leadership</li> <li>• Transformational leadership                                     <ul style="list-style-type: none"> <li>• <i>Syndicate exercise: case study</i></li> </ul> </li> </ul> </li> </ul>	<p>Models of leadership (continued)</p> <ul style="list-style-type: none"> <li>• Situational leadership                             <ul style="list-style-type: none"> <li>• <i>Individual exercise</i></li> </ul> </li> <li>• Action Centred Leadership (ACL)                             <ul style="list-style-type: none"> <li>• <i>Task – individual – team syndicate exercise</i></li> </ul> </li> <li>• Leadership agility</li> <li>• Leadership shadow</li> <li>• Leadership disposition                             <ul style="list-style-type: none"> <li>• Johari's Window model                                     <ul style="list-style-type: none"> <li>• <i>Exercise: developing openness</i></li> </ul> </li> </ul> </li> </ul> <p>Participants' informal presentations</p>
Day 2	<p>Leadership development (continued)</p> <p>Leadership styles</p> <ul style="list-style-type: none"> <li>• Identifying your natural leadership style                             <ul style="list-style-type: none"> <li>• <i>Individual activity (psychometric)</i></li> </ul> </li> </ul> <p>Communication and impact</p> <ul style="list-style-type: none"> <li>• Effective communication</li> <li>• Styles of communication</li> <li>• 3-step model for assertive communication                             <ul style="list-style-type: none"> <li>• <i>Pair exercise: developing assertive communication</i></li> </ul> </li> <li>• Making the right impact                             <ul style="list-style-type: none"> <li>• Verbal and non-verbal communication</li> </ul> </li> </ul>	<p>Influencing and persuading</p> <ul style="list-style-type: none"> <li>• Using influence: persuading techniques</li> <li>• Gaining commitment</li> <li>• Stakeholder engagement</li> <li>• Choosing the right approach                             <ul style="list-style-type: none"> <li>• <i>Group / individual (psychometric – discovering preferred influencing style</i></li> <li>• <i>Role-play</i></li> </ul> </li> </ul>
Day 3	<p>Leading change: Part one (over three sessions, a five-stage developmental syndicate exercise)</p> <ul style="list-style-type: none"> <li>• Identifying the need for change: ADKAR model</li> </ul> <p>Assessing internal and external drivers for change:</p> <p>STEEPLE – STACK .... MAUT application</p>	<p>Leading change: Part two</p> <ul style="list-style-type: none"> <li>• Analysing the need for change: strategic "gap analysis"                             <ul style="list-style-type: none"> <li>• ANSOFF</li> </ul> </li> <li>• Setting the strategic change 'goal statement'</li> <li>• SWOT: Dual dimension</li> <li>• SMART objective setting</li> <li>• Change engagement process: Kotter</li> </ul>
Day 4	<p>Leading change: Part three – dealing with loss and resistance</p> <ul style="list-style-type: none"> <li>• Reactions to commitment</li> <li>• Understanding 'loss': Kubler-Ross 'loss curve'</li> <li>• Managing conflict: Thomas Kilmann                             <ul style="list-style-type: none"> <li>• Handling difficult situations</li> </ul> </li> <li>• Exercise: Strategy for dealing with resistance to change</li> </ul>	<p>Problem solving and decision making</p> <ul style="list-style-type: none"> <li>• Definitions                             <ul style="list-style-type: none"> <li>• Four-stage model                                     <ul style="list-style-type: none"> <li>• Identifying the problem</li> <li>• Generating options</li> <li>• Eliminating alternatives</li> <li>• Implementing preferred option</li> </ul> </li> <li>• SARA model</li> <li>• Pros and cons model</li> </ul> </li> <li>• Making effective decisions exercise</li> </ul>
Day 5	<p>Raising competency</p> <ul style="list-style-type: none"> <li>• Competency assessment</li> <li>• Learning styles</li> <li>• Coaching: GROW model</li> <li>• Giving feedback</li> <li>• Coaching role-play exercise</li> </ul>	<p>Evaluation of the workshop</p> <ul style="list-style-type: none"> <li>• Review and reflection</li> <li>• Presentation of certificates of attendance</li> </ul>

We reserve the right to change the programme as necessary.

## Workshop Director

The Workshop Director will be Ann Hall.

Ann is a qualified and very experienced trainer who has been designing and delivering training sessions and programmes for over 20 years. Ann's creative approach to training is to ensure that participants are fully engaged and can participate actively in the learning event. She has designed a wide range of human resources / leadership / coaching / training programmes, as well as negotiation and mediation skills programmes in both the UK and overseas. Ann has delivered training in approximately 17 countries, including Botswana, The Gambia, Libya, Uganda, Thailand, Bahrain and St Lucia. She has also worked widely in the UK and other European countries. Ann is a qualified workplace mediator through the Law Society and has undertaken numerous mediation cases in both the public sector and the private sector. She is qualified by the Chartered Institute of Personnel and Development as a coach and is currently working with senior civil servants as an associate coach.

## How to apply

Please complete the PAI application form online via our website:

<https://public-admin.co.uk/booking-form/>

You can also complete our hard copy application form. Please contact us at [pai@public-admin.co.uk](mailto:pai@public-admin.co.uk) to obtain a copy. Once completed return to Amanda Anderson, Programme Manager, at the same email address.

If you would like to discuss this workshop, any of our other international workshops or our consultancy services, please contact Claire Cameron, Director. We also have extensive experience of designing tailor-made training (from one day to two or three weeks) which can be run in your own country or in the UK to meet the specific needs of groups or individuals at all levels within your organisation. Please contact us if you would like further information.

### **Language**

The workshop is conducted in English. You will need to have a good working knowledge of the language.

### **Location and arrival arrangements**

The workshop is based in Dubai. We will provide you with details of the workshop location nearer the time.

### **Fees**

The tuition fee is £2,425. It includes tuition, presentation material and other documentation. It also includes an Android tablet for you to use during the workshop and take home with you for future reference and follow up. We also provide a light lunch and refreshments during each working day as part of the fee.

### **Other costs**

Airfares and daily travel to and from the workshop venue are not included. Our workshops are non-residential and you are responsible for your accommodation costs. We can help you with booking hotel accommodation so please let us know if you would like us to advise you or make a reservation.

### **Value Added Tax**

We do not have to charge UK Value Added Tax (VAT) if you can provide written confirmation from your government or its accredited representative that you are "employed by the government in furtherance of its sovereign activities". In all other cases, we will have to charge VAT (currently 20%) in addition to the fee.

### **Ways to pay**

You, or your government agency, can pay by bank transfer or by cheque, made payable to Public Administration International. We accept payment by credit or debit card but there is a surcharge for this way of paying. Please contact us if you would like to pay by credit or debit card.

### **Discounts**

We offer a 10% reduction on the full tuition fee if we receive payment no later than 28 days before the first day of the workshop. If we receive payment after that, we will charge the full tuition fee.

### **Cancellation**

If you have to cancel your booking, you must let us know in writing and we will acknowledge in writing your cancellation. For cancellations received up to 29 days before the start of the workshop we will refund the tuition fee, minus a charge of £200 to cover our administration costs. For cancellations received within 28 days of the start of the workshop, we will charge the full tuition fee.

### **Substitutions and transfers**

If you have booked a place on a workshop and are not able to attend, we will accept an appropriate substitute at any time without penalty but our normal terms and conditions will apply. Also, it is possible to transfer to a future workshop but only one transfer is permitted. Please get in touch with us and we will advise you about transfers.

*Please see our website for our full terms and conditions. If you would prefer a hard copy of our full terms and conditions please let us know.*

[\(http://www.public-admin.co.uk/terms-and-conditions-for-booking/\)](http://www.public-admin.co.uk/terms-and-conditions-for-booking/)

### **Insurance**

We advise you to arrange travel and health insurance cover before you leave your home country.

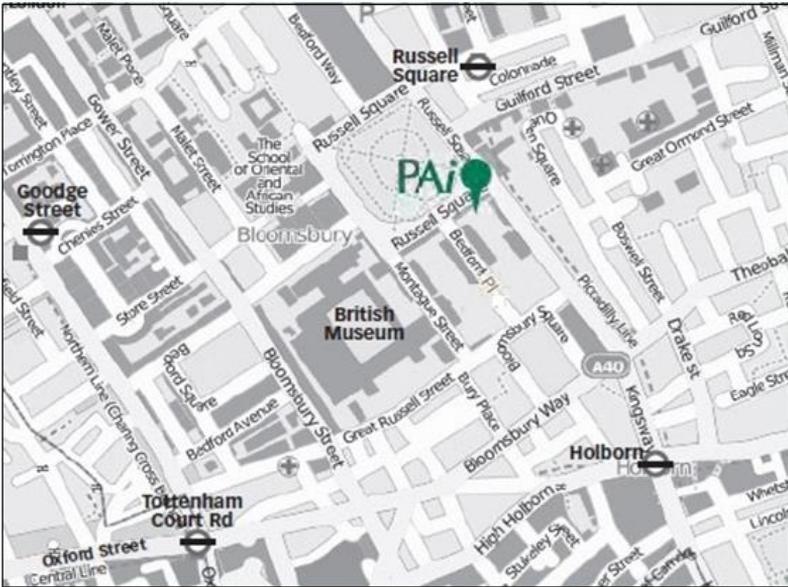
## Who we are

PAI (Public Administration International) specialises in management consultancy, training and development services for organisations in, and associated with, the public sector worldwide. We provide advice and support for governments going through political, economic, structural and legislative change. Our extensive network of associates includes practitioners, academics and independent consultants. Our key objectives are promoting good governance and good practice in delivering public services. This workshop is one of a number of specialist UK-based professional development workshops designed to meet the needs of public services worldwide.

We pride ourselves on our:

- High quality, practical advice and support for our clients
- Professionalism and integrity
- Ability to offer excellent value for money
- Sound experience and track record internationally
- Networks and partnerships across the world
- Flexible, collaborative approach
- Friendliness and focus on putting people first.

## Where we are



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