

UNDERSTANDING

INSPIRATION

CONFIDENCE

"No creature can fly with just one wing. Gifted leadership occurs where heart and head - feeling and thought - meet. These are the two wings that allow a leader to soar."

Goleman,
Boyatzis &
McKee -
The New Leaders

THE ISSUE:

All organisations recognise that the quality of their leaders impacts on their bottom line business performance. All recognise that it is not technical and managerial skills that distinguish good leaders from the less good. It is their Emotional Intelligence (EI), and many have developed competency frameworks based on EI to reflect this. But, how can these qualities be developed in our leaders, in a way that makes a difference?

ELEMENTS OF SEA CHANGE PROGRAMMES THAT ADDRESS THE ISSUE:

Knowledge of EI competencies is not enough. Knowledge which is not put into practice will not lead to permanent changes to attitudes and behaviours. Sea Change programmes allow leaders to practice and develop:

- Self awareness, self control and self confidence.
- Recognising and valuing one's own skills, strengths and characteristics.
- Managing ambiguity and dealing with personal uncertainty.
- Challenging attitudes, habits and assumptions.
- Managing self and others under pressure and taking personal responsibility for one's own actions.
- Recognising and valuing the skills, strengths and characteristics of others and making use of diverse talents.
- Developing interpersonal relationships based on openness, honesty and trust.
- Active listening and sensitivity to the beliefs, opinions and feeling of others.
- Leadership and followership skills and style.
- Giving and receiving feedback.
- Coaching and facilitation skills and using reviews to improve performance.

OUTPUTS & RESULTS

Leaders who are high in:

- Self Awareness - Aware of strengths and weaknesses. Play to strengths with confidence.
- Self Management - High self control. Adaptable and flexible. High personal standards but pragmatic. Excellent in initiative.
- Social Awareness - Empathetic. Politically astute. Model the service ethic.
- Relationship Management - Inspirational. Create resonance. Articulate the vision, Influential. Develop others. Catalyse change. Manage conflicts. Able team players.

SEACHANGE

DEVELOPING LEADERSHIP SKILLS