## Understanding leadership

**Objectives:**

**Apply what you learn during and beyond this workshop and you will be able to:**

1. Describe the factors that influence your choice of leadership styles in the workplace.

2. Explain the effects of your leadership style choice on individual and group behaviour.

3. Assess your leadership behaviour and potential – and seek others' feedback on this.

4. Consider the impact of organisational practices and culture on your leadership role.

5. Use a specific leadership model to specify actions to build your leadership capability.

**During the day we will work on questions like this:**

What is leadership, and how does this differ from management? Are you a leader?

What styles of leadership are there, which suit you best, and why? Which don't and why?

Does your organisation encourage and reward certain styles of leadership over others?

What organisational factors influence leadership behaviours? What do we mean by 'culture'?

What are the key qualities that make real leaders special? Which of these can you develop?

Which leaders do you admire and why? Which leaders do you respect a lot less and why?

Who in your organisation is a genuinely effective leader? How do they impress you?

What have you learned about leadership? How many real leaders have you worked with?

What specific behaviours make leaders so valuable? Which of these can you work on?

Who can you seek feedback from to give you an idea of leadership issues to work on?

Who as leader can you approach and learn from? When will you do this?

What does a leader need to learn about and around power? How can power be used well?

How often do you deliberately and consciously think about your leadership role at work?

What questions and issues do you need to raise that will help you in your leadership role?

Who can you learn from in this group, how can others' experience help you as a leader?

Where can you learn more about leadership, and how will you record your learning?

What have you learned about leadership today, and how will you use this in the workplace?