

Practical Learning and Development

A. Leadership Program

Moving up the Leadership Ladder – developing managers to become leaders

If you're working in an organization, you know that it is often a challenge to lead when you are stuck doing the daily duties. To be effective and to show true leadership you need to:

- expand your views dealing with current business challenges
- reflect on your behavior making your people management a strategic asset
- improve your communication skills dealing with personal pressures or conflicts
- analyze your driving tactics for the best performance achieving goals for yourself and others

Pre-work

The AMT Leadership program starts with a set of personal surveys sent to the participants prior to the workshop. These assessments are often cited as one of the most valuable parts of the program tailored to the individual needs of the attendees. They include personality profiles like the MBTI and FIRO-B as well as evaluations for a 360° feedback needed to be completed by the participant's direct reports, peers, and superiors. The result of the pre-work will be shared one-to-one through a detailed coaching session with an external coach during the program. This creates an ideal foundation for personal reflection and development.

Content

This intense 3-day program will balance experiential learning, in-depth discussion with other leaders and time for personal reflection.

Day 1: Developing Leadership Skills

- skills and attitude for moving up the Leadership Ladder
- changing demands – why managers and leaders are different
- Using mental processes of perceiving and decision making to reduce complexity
- Walk the talk – successful communication as a true leader

Day 2: Leading Others to Top Performance

- Managing Teams to reach outstanding performance
- Responsible decision making in challenging situations
- Taking a systemic view on an organization and collaborating with others

Day 3: Feedback and Personal Growth

- One-to-one coaching session on personal development based on pre-work assessments
- Using feedback as a key performance driver
- Personal development plan for implementing leadership skill at the workplace

Follow-up

AMT supports the participant's development after the face-to-face training with a telephone coaching session with an AMT coach. They also receive material to follow up their personal development in the business setting documenting personal growth and measuring progress on skills and behaviors.

Benefit

- Lead teams to top performance
- Influence and collaborate across the organization.
- Identify and bridge performance gaps
- Strengthen communication, reducing complexity
- Reflect and develop personal leadership style

Target Group

Every manager who has moved up the leadership ladder now working with direct reports, running operational units or being responsible for projects across functions.

Tailored Programs

This agenda is one of the proven concepts we have developed and implemented as a leadership program. However, we also design those programs tailored to the needs of our clients to improve leadership skills and drive performance.

