

Leadership Insights

Leadership and people management skills for aspiring leaders



Successful leadership starts with yourself. The core skills effective leaders require to master success are self-awareness, influencing and communication. Do you know how to influence stakeholders? Can you engage with meaning and purpose? Do you know how to create a collaborate environment and bring out the best in people?

In today's environment leaders face many challenges and having a foundation in understanding leadership styles, behaviour strategies to manage unpredictable circumstances, problem solving and leading with action are essential. Roffey Park Institute's Leadership Insights programme draws upon global leadership practices and adopts an international perspective and learning experience. This leadership development programme covers a range of key leadership themes and provides strategic insights with practical application and scenarios to enhance critical skills and knowledge for aspiring and/or emerging leaders.

Leadership Insights is the first course to be offered by Roffey Park Institute through WSQ. Singaporeans and Permanent Residents are eligible for subsidies and self-sponsored funding and company funded options are available. The programme is available as an open or in-house programme and is delivered face-to-face.

This programme is for you if

- You have three years or more managerial or supervisor experience
- You are an aspiring leader looking to understand how to better engage your peers, teams or even stakeholders
- You are a line manager and want to further develop your leaderships skills
- You are in mid-career transition or looking for progression

Reasons to enrol

- ✓ Roffey Park Institute has a 75-year track record of teaching and program development
- ✓ International perspective of leadership developed internationally with support from Roffey Park Institute research
- ✓ Roffey Park Institute group dynamics learning approach and blended learning experience – interactive lectures, online learning platform, group discussions, reflection, pair sharing,
- ✓ Certificate of completion - Roffey Park Institute Statement of Attainment

Benefits for you

At the end of our Leadership Insights programme, you will be able to

- Develop core skills in leadership, emotional intelligence and influencing skills that can help you manage and communicate with people to get things done
- Understand your impact and effectiveness as a leader
- Understand how to adapt your leadership behaviour so that others follow willingly
- Be able to motivate, engage and gain buy-in from other people

Benefits for your organisation

Research consistently finds that an organisation's strategic and financial success is strongly linked to the quality of its leaders. By developing your understanding of leadership and building your skills and knowledge to be a more effective leader, you contribute to improving performance and impact for yourself and the people you lead.

Programme Outline

This is a two and a half day classroom programme.

Module 1 – Mapping leadership theory and practice

Participants will map out the field of leadership theories, styles, behaviours, and mindsets and explore how to lead organisational initiatives and strategic direction by aligning leadership with individual and team tasks. The module develops an understanding of the importance of modelling the leadership and the behaviours expected of their teams.

Module 2 – What is the task of leadership?

Participants will be able to differentiate leadership from management and to understand how to adapt their leadership to resolve the challenges they face.

Module 3 – Influencing horseshoe

Participants will develop the key communication skills, confidence, and clarity of purpose to gain buy-in from others. Using practical learning exercises, participants will be able to distinguish between passive, assertive and aggressive behaviour and learn how to harness their personal power to be more influential.

Module 4 – Emotional Intelligence

Participants will focus on the importance of emotional intelligence to both individual and organisational success. Understanding self-awareness and its relationship to others is key to recognising how different emotions affect behaviours and the impact they have.

Modules 5 and 6 – Leadership presence

Over the course of two modules, participants will explore the role of presence and leadership effectiveness. They will learn the fundamentals to building psychological safety, developing presence, trust and respect, as well as develop response techniques for handling various situations.

Module 7 – Network mapping

Participants will develop an understanding of the complexity of the number and types of relationships within organisations to develop a network perspective that will foster and enhance leadership success.

Module 8 – Understanding and aligning the organisation strategy

Building on earlier modules to explore how to communicate plans with confidence and impact, participants will develop an understanding of how to lead and implement operational plans that are aligned to an organisation's strategy.

Module 9 – Corporate governance and CSR

Participants will explore the systems and processes that are present within their organisation so they can contribute to corporate governance and other social responsibilities.

Module 10 – Motivation: aligning to vision and values

Participants will develop an understanding of motivation theory and understand how energy, passion, optimism, and attitude creates infectious leadership and what to do to inspire and engage those around them to get things done.

Module 11 – Storytelling

Participants will learn how the power of storytelling can be linked to credibility, authenticity, and trust. Underpinned by Roffey Park Institute's own research model, this practical session looks at the role of stories in the workplace and how to communicate stories in a powerful and compelling way.

Programme Fees

SGD \$740 + GST	SGD \$74 + GST	SGD \$370 + GST	SGD \$74 + GST	SGD \$290 + GST
Full course fees	Course fee after funding for Singaporean & PR in SMEs	Course fee after funding for Singaporean & PR in non-SMEs	Course fee after funding for Singaporean aged 40 and above in SMEs	Course fee after funding for Singaporean aged 40 and above in non-SMEs

FOR PROGRAMME DATES PLEASE VISIT OUR WEBSITE

www.roffeypark.com/li



To book or find out more please contact our Singapore office: +65 6386 0590 / singapore@roffeypark.com

or visit our website: www.roffeypark.com/li

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Roffey Park Institute primes organisations to build skills for everyone, everywhere.

We provide distance, digital, blended and face-to-face programmes, coaching, diagnostics and research services around the world to develop individuals, teams and organisations. Our work is driven by our core principles of breaking down barriers within organisations, making workplaces the best they can be.

Delivering high impact learning in leadership development, management development, change and resilience, organisational learning, organisational development, and HR, we offer open programmes and conduct international research both for our clients and to fulfill our charitable purpose.

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