



## TRANSFORMATIONAL LEADERSHIP

Guided Focus on Leadership



**“Only three things happen naturally in organizations: friction, confusion, and under-performance. Everything else requires leadership.” - Peter Drucker**

### Key Business Benefits:

- Establish Stronger Relationships within Teams;
- Start behaving as an Ideal Influence;
- Create Motivation and Enthusiasm within Teams;
- Encourage Learning and Stimulate Creativity;
- Increase Employee Engagement and Reduce Employee Turnover

**"Leadership is mistaken for the job of a Leader. Leadership is a Lifestyle Standard ascribed by a Focused Soul" Captain Khalid**

## Program Overview



In times of rapidly changing business contexts and globalised work, managers depend more than ever on their subordinates to get results. Employees may thus represent both a key resource and a liability for managerial success. Tapping the full potential of employees, however, may require leadership and people management skills that stretch beyond ordinary managerial competencies.

## Enhance your Leadership skills

### BOOST YOUR CONFIDENCE,,,,,

Grounded in rigorous, cutting-edge research, this program aims to provide you with inspiration, hands-on tools, and knowledge that will enhance your emotional and leadership skills for better managerial results, including:

- Motivate your employees without using formal authority;
- Flexibly adapt your leadership style to meet the needs of your employees;
- Handle the 'difficult' colleagues in your organisation and get what you want without alienating them;
- Effectively promote change in your organisation, and breach resistance to change;
- Persuade your peers and get their buy-in to a new business idea.

### + Benefits

- Explore fresh perspectives and approaches on leadership;
- Explore the importance of motivation, change management and persuasion for leadership effectiveness;
- Examine and reflect upon your own style of leading, motivating and persuading subordinates and colleagues;
- Learn about tools and procedures to manage change effectively, and return to your business with concrete ideas of how to implement change.

### Learning Objectives

- Idealised Influence, Role Modelling & Character;
- Inspirational Motivation - Vision Sharing & Inclusion;
- Intellectual Stimulation - Setting Objectives & Creativity;
- Personalized Consideration - Careful Listening & Open Discussion with emphasis on Making Leaders out of Followers.

# AGENDA

## DAY 1

### Understanding Leadership Styles

#### Introduction

- Coach presentation
- Program Expectations
- Learning Objectives
- Rules of Engagement

#### Leadership Styles

- Understand what is Focus Leadership
- Identify your dominant leadership approach
- How to adapt your leadership style
- Meeting the needs of Employees

#### Managing Change

- Different approaches to leading organisational change
- How to manage resistance to change
- How social and informal networks can help facilitate change.

## DAY 3

### Motivating Employees

#### Key Motivators

- Key motivators of human behaviour
- Acquire novel ideas on how to motivate employees beyond money

#### Importance of Creativity

- The importance of designing motivating work
- How to redesign work so that it is more motivating
- How Creativity starts by Being Receptive and ready for Exploration.
- Allowing for Thinking and Exploring Out of the Box.

## DAY 2

### Persuasion & Influence

#### Using Persuasion Effectively

- The 'art' and 'science' of effective persuasion
- The role of social dynamics on persuasion
- when persuasion tactics are more or less effective.

#### Influence starts from Within

- Self-Confidence and its power to influence
- Ideas and Goals require Selling
- Self-Leadership as a pre-requisite for Influencing Others



# Learning Setup

## Pre-Program

This part of the learning experience is meant to ensure a smooth transition to the face to face training. Clients/Participants are required to take the following steps:

- **Needs Assessment** - Fill a questionnaire to determine a tailored & relevant learning experience;
- **Guidance & Schedule** - Analyze a document presenting guidelines on how to maximize learning;
- **Forum Introduction** - Share an introduction message to participants;
- **Pre-requisite Reading** - Understand the difference between Transactional & Transformational Leadership to better utilize the program setting;
- **Expectations** - Share client expectations around this program. Best if participants are included, to ensure maximum impact of the program.

## Core Program

During the three days of the face to face coaching (3 hours/day), the program is designed to facilitate experiential learning and ensure a high level of interactivity. Exercises are used to enhance the development of competencies range from simple matching of concepts to extensive analyses of case studies. The learning experience consists of:

- Applying concepts in practical exercises, analyzing case studies and finding solutions;
- Using templates to develop performance measurement instruments;
- Sharing experiences and best practices and creating an environment of collaboration;
- Constantly evaluating participants' knowledge through encouraged participation.

## Post-Program

The learning process is not finalized when the core program ends. Participants are encouraged to take the following steps:

- **Action Plan** - Create a plan for the actions and initiatives you intend to implement after the program has ended;
- **Performance Improvement** - Use effective effort performance framework such as OKRs (Objectives & Key Results) to evaluate individual efforts periodically;
- **In-House Presentation** - Create and present a short PowerPoint presentation to present to your colleagues the knowledge you have attained through the program;
- **Additional Reading** - Go through a series of resources to expand content-related knowledge;
- **Learning Journal** - Reflect upon your learning from the program into a journal.

## Certificate of Completion

The certification process is finalized only when you complete all of the three program days. Eventually you shall receive:

- **Certificate of Completion** (soft copy) of the "Transformational Leadership" Program.

# Program Facilitator



**Khalid Alhosni**

**Chief Consultant  
K.A. Consultants**

Captain Khalid is the Chief Consultant at K.A. Consultants, a consulting and executive coaching company specializing in business performance and focus development, with a regional office in Dubai and a global office in New York. He is a Focus Leader with business leadership experience in various industries including banking, energy, marketing communications, facilities management, and online marketplaces.

Khalid consulted & coached over 1,000 companies and individuals on how to create intentional focus and how Transformational Leadership play a pivotal role in promoting creativity and employee engagement during the prevailing turbulent times and ever changing face of the global economy.

Khalid is a keynote speaker with a mission on helping as many people as possible to uncover their highest potential through complete focus on their worthy ideals. He pulls real-life case studies right from his own working experience as a leader.



## Testimonials

"KAC's program was very helpful as we have learned how to improve our communication and engagement. Very supportive, highly recommended"

**Badriya Alismaili**  
Senior Manager - HR

"I benefitted greatly by starting to focus inwardly & assessing my reactions and I started noticing when I judge others"

**Charita**  
Manger - Airline Operations

"It was an eye opener for sure, great guidance, great facilitator and good conveyor of the message. Job well done"

**Kassem Morad**  
Manger - Customer Service

"It was quite engaging and have served the purpose by achieving what the company and myself as an individual looking for"

**Taha Albilushi**  
Executive - Bank Products Sales