

Leadership Management Training

Training to Lead ‐ What's the End Game?

When it comes to the time to implement a new leadership or management training program a choice needs to be made. It is the choice of which way the training dollar will be best spent. In contemplating the answer one would first need to define what will ultimately bring the best results and create the most impact.

The topics and key areas on offer in leadership and management training program are preventative as to the vast choices and outcome on offer. So which will indeed yield the greatest results and have the most influence?

One can argue that building a culture for success would be the topic whose ripple effect would be most widely felt across the whole organisation.

If that is the case the leadership and management training question would be, "What are the factors that would lead to its fulfilment?" One most certainly could not ignore the fact the leadership creates the culture in organisations and that its leadership behaviour that is the key transformational tool that makes this happen.

Breaking this down further is it not true to say that leadership and management training is about assisting leaders to walk the talk of their espoused preferred culture?

This is a tough ask. But how many leaders would be happy to put their hands up and volunteer to go through this process? The significance is felt when the realisation that their own behaviour style effects so many and how when modified can enhance the satisfaction, fulfilment and performance of those led they them.

With leadership comes great responsibility and accountability. So too is it the responsibility of the leadership and management training professional to take on the custodian role of the leader in supporting this outcome.

Without a healthy degree of self awareness, perseverance and commitment this outcome will not be possible. But first is the buy in to this connection and the issue of sustainability of the behavioural change results.

Buy in can often be a challenge. Real life examples and diagnostic analysis can be some tools to prove this mirror effect. It would be the skill of any leadership and management training professional to ensure that this is done in a safe, trusted and constructive manner.

So too will it take openness, vulnerability and cooperation from the leader to ensure a positive result. This being said it still remains a stumbling block for many leadership and management training programs as well as with many leaders and managers that somehow find it too confronting to rise to the occasion.