

COURSE OUTLINE:

Leadership Style Development

2 days
16 CPE credits

Overview

Recent research by the Corporate Leadership Council indicates that managers operating in a global environment increasingly need to get things done by people who do not directly report to them, take on wider responsibilities and are experiencing a dramatic rise in the number of stakeholders with whom they need to engage. According to the 2011 CLC Global Leadership Survey there are five critical competencies required by managers to respond to these demands. Of these five, their results shows that "influence is by far the most important skill for multicountry leaders and the one they struggle with the most. Only one in four leaders are effective at this critical skill."

The course focuses on raising your self awareness and providing you with the tools you need to lead others by understanding the people in your group. Everyone has their own unique leadership style but there will be times when you have to adjust that style to suit the situation and the group.

The course will use an assessment tool called Lumina Leader 360 which will give you an insight into leading others by understanding your leadership style and the needs of those you are leading.

Lumina Leader focuses on four areas of leadership and highlights and develops your strengths in these domains: Vision, Drive, Delivery, People.

Each individual is given a unique and personalised portrait that gives you an insight into your peers and team members' perceptions of your leadership skills and qualities.

Learning Objectives

Upon completion of this seminar delegates will be able to:

- » Examine your own personal leadership strengths and weaknesses through the Lumina Leader 360 profile
- » Plan for and maintain flexibility in your approach to influencing others
- » Use practical techniques in your approach and communication with others

Who Should Attend

Suitable for all Managers and Leaders.

Program Level

Program Level: Advanced

Prerequisites: Completion of Lumina Leader 360 online

Delivery Method: Group-Live

Accreditation

Moody's Analytics is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website:

learningmarket.org.

Moody's Analytics is accredited with the CFA Institute and the UK Solicitors Regulation Authority

WHY MOODY'S ANALYTICS?

Consultative Approach

Our courses are built and updated based on extensive research, experience, and the dynamic changes in the financial markets. For in-house training, we work with you to understand the distinct needs of your organization and design, implement, and track the performance of your learning programs from end-to-end, including skills assessment, program design, implementation, evaluation, and enhancement.

Comprehensive Coverage

We offer a broad set of technical and soft skills programs that can be combined and adapted to the needs of your staff. Our areas of expertise include:

- » Banking & Credit
- » Financial Markets & Investments
- » Risk & Capital Management
- » Corporate Finance
- » Derivatives & Structured Products
- » Professional & Personal Development

Unparalleled Expertise

Our training solutions leverage over a century of experience in risk assessment and the comprehensive tools, data, and analysis of Moody's Analytics to deliver timely, in-depth, and comprehensive knowledge. In delivery, our people make the difference—they combine deep experience as financial practitioners, intellectual passion for the content, and superior academic credentials with a commitment to delivering outstanding quality.



Leadership Style Development - Agenda

DAY ONE

Session 1: Influencing as key to future success

- » Why is managing through influence so important in today's environment? (Research from the CLC)
- » What are the competencies required to manage through influence?
- » What skills do you need to develop or refine?
- » Your personal challenges – each delegate presents one 'live' challenge they face in their management role. This is used for role play later in the course.

Session 2: Lumina Leaders

- » Interactive exercises that introduce you to a four-colour model for understanding your leadership style and reading others.
- » Your Personal Profile
- » How your natural style may impact different members of your team

DAY TWO

Session 3: Influencing Others

- » Speed reading others' behaviour
- » Adjusting frequency, format and style of your communication. The colours toolkit.
- » Leveraging 5 different ways to influence others
- » Framing your message

Session 4: Meeting the Challenge

- » In pairs, participants role play the influencing challenge that the identified on Day 1 Session 1.
- » Feedback on how they adapted their own leadership style to the situation and person they faced.
- » Personal Action Planning

Tailor Any Seminar for Your Organization

Moody's Analytics Professional Development also offers customized training and eLearning solutions to help you maximize your training investment. Our hands-on approach benefits companies of all sizes and requirements – from those with just a few local employees to those with staff dispersed around the globe. Contact us at TrainingEMEA@moodys.com to learn more and to work with one of our training consultants to design the right program for your organization.

Multiple Bookings

Special rates may be available for multiple seminar or group bookings. Please contact us at TrainingAmericas@moodys.com for details.

Fees & Cancellations

The fee listed is per participant and includes refreshments, lunches and seminar materials. Seminar fees do not include tax, transportation or hotel accommodations. Payment must be received in full prior to the start of the seminar. Registrations may be cancelled in writing via letter or email at least 30 days before the first date of the training for a full refund. Cancellations received less than 30 days in advance are eligible for substitution with another seminar, but fees will not be refunded. We reserve the right to cancel or reschedule seminars at any time. For further information on our refund and complaint policy, please contact us at 212.553.4387.

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