CONSTRUCT: Leadership Essentials Programme (LEP)

"Leadership is a task too important to be left only to those at the top of an organisation" - Charles Handy

Leaders are needed at all levels and in all situations. Our Leadership Essentials Programme (LEP) provides current and future leaders with the insight, knowledge and tools required to be effective in a leadership role, whatever the context.
The programme consists of 3 full day workshops, divided into 2 main themes per workshop:

1. Leading Yourself

Part I: The DiSC® work style indicator - Why we are different, how we are different, and what makes diversity a powerful tool.
Part II: The Emotional Intelligence (EQ) competencies - How we can assess our personal impact on others and relate better to those we work with.

DiSC and Diversity

EQ and Interpersonal Impact

2. Leading Others

Part I: Getting results through others - How to engage, influence, delegate and provide feedback.
Part II: Situational Leadership - A practical framework for applied leadership in various contexts.

Results through Others

Situational Leadership

3. Developing Your Team

Part I: High-performance teams (HPTs) and how to create them.
Part II: Coaching for performance - How to coach people to optimize performance and address personal and career aspirations.

High-performance Teams

Coaching for Performance

CONSTRUCT People. Avenue de Tervuren 168/16 1150 Brussels. Belgium. All Rights Reserved.

CONSTRUCT: Leadership Essentials Programme (LEP)

Session I: Leading Yourself

Part I: DiSC and Diveristy: DiSC is a leading work style indicator used by more than 40 million people worldwide to improve work productivity, teamwork and communication.

On our programme, DiSC is used to discover and gain insight into our own work styles and, equally important, to acknowledge and appreciate the styles we are less comfortable with. As diversity becomes 'business as usual', people need to understand how to leverage it and find a common language they can use to better understand themselves and those they work with.

Part II: V EQ and Interpersonal Impact: We know that despite possessing a high IQ rating, success does not automatically follow. This is the essential premise of Emotional Intelligence (EQ) - to be successful requires effective awareness, control and management of one's own emotions, and those of other people. Developing our EQ helps us understand and cultivate our personal impact on others.

Session II: Leading Others

Part I: Getting Results Through Others: As we move from being an individual contributor to delivering results through others, we need a different set of skills. We discuss leadership vs. management and review the elements covered in session two in the context of how to engage, motivate and influence individuals and groups. We also cover how to set meaningful goals and objectives, delegate wisely and provide effective feedback.

Part II: Situational Leadership: No single leadership style is considered optimal for all leaders to use all the time. Effective leaders need to be flexible, and must adapt themselves according to the situation. Situational leadership is a well-known model, which provides a framework for balancing the amount of task and relationship behavior needed to get the desired results from others. It provides a practical framework for implementing the learning.

Session III: Developing Your Team:

Part I: High-performance Teams (HPTs): HPTs consistently show high levels of collaboration and innovation, that produce superior results. Trust, accountability and participatory decision-making are some of the attributes associated with HPTs. A solid understanding of the underlying principles is needed to transform a team to this level.

Part II: Coaching for Performance: Coaching is about growing people, performance and purpose. More easily said than done. The professional coaching arena is vast. Understanding what coaching is (and is not) is the starting point. Our programme focuses on one specific model and approach, and then participants 'learn by doing', using real situations.

CONSTRUCT People. Avenue de Tervuren 168/16 1150 Brussels. Belgium. All Rights Reserved.