DISCOVER THE
LEADER
WITHIN YOUR TEAM

To Help You Identifying, Nurturing, and
Utilizing Leadership Potential of your team
for Organizational Growth

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In today's rapidly evolving business environment, organizations must cultivate leadership at all levels to drive productivity, engagement, and growth. However, many teams are unaware of the leadership potential that exists within them. This **4-hour workshop** is specifically designed to help **supervisory-level staff and team leaders** identify, nurture, and effectively utilize the leadership qualities of their team members, ultimately contributing to **enhanced organizational productivity** and **team cohesion**.

Through a combination of **interactive discussions**, **practical exercises**, and **real-world case studies**, participants will learn how to identify emerging leaders, provide them with the tools and resources to grow, and align their strengths with organizational objectives. By fostering a culture where leadership potential is recognized and developed, organizations can **optimize team performance**, **reduce turnover**, and build a **stronger talent pipeline** for the future.

This program goes beyond traditional leadership training by equipping team leaders with **hands-on skills** to recognize leadership qualities in everyday team members and build sustainable leadership development practices within their teams.

Program Objectives

By the end of this workshop, participants will be able to:

1. **Identify Leadership Potential** – Recognize key traits and characteristics that indicate leadership potential within their teams.

2. **Nurture Emerging Leaders** – Apply practical strategies to develop and empower high-potential individuals in their teams.

3. **Utilize Leadership Strengths Effectively** – Align team members' strengths with organizational goals to maximize productivity and performance.

4. **Foster a Leadership Culture** – Create an environment where leadership at all levels is encouraged and cultivated for long-term organizational success.

5. **Develop Actionable Leadership Development Plans** – Design customized plans for growing leadership within their teams that drive business outcomes.

Target Audience

This program is designed for:

- **Supervisory-Level Staff**

- **Team Leaders**

- **Managers with Direct Reports**

- **Leaders Responsible for Developing Other Leaders**

It is ideal for those looking to enhance their leadership capabilities and develop the leadership potential within their teams, driving **greater organizational productivity** and **team engagement**.

Workshop Agenda (4 Hours)

Module 1: Identifying Leadership Potential in Your Team

- **Understanding Leadership in Every Role:** Why leadership is not just about titles.

- **Characteristics of High-Potential Employees:**

- **Self-Assessment Exercise:** Identifying potential leaders in participants' own teams.

- **Case Study:** Real-world examples of leadership potential being discovered and developed.

Module 2: Nurturing Leadership Growth

- **The Role of a Leader in Developing Other Leaders** – Coaching vs. Managing.

- **Empowering Team Members Through Delegation & Responsibility:**

- **Situational Leadership Model:** Adapting leadership styles based on the individual's growth stage.

- **Group Discussion:** How to create a leadership-friendly culture within teams.

Module 3: Utilizing Leadership Potential for Maximum Impact

- **Aligning Strengths with Organizational Goals:** Placing the right people in the right roles.

- **The 70-20-10 Model of Leadership Development:**

- **Practical Strategies for Retaining & Engaging Emerging Leaders**

- **Interactive Activity:** Designing development plans for identified high-potential team members.

Module 4: Action Planning & Commitment to Growth

- **Providing Constructive Feedback to Support Leadership Growth**

- **Developing a Personalized Leadership Development Roadmap**.

- **Q&A and Closing Reflections:** Sharing key takeaways and commitment to action.

Delivery Methods:

- **Interactive Discussions** – Encouraging real-world sharing and insights.

- **Self-Assessments & Reflection Exercises** – Helping participants discover leadership potential.

- **Case Studies & Best Practices** – Learning from successful leadership development strategies.

- **Practical Action Planning** – Ensuring direct application in the workplace.

By the end of the workshop, participants will be fully equipped to **identify, nurture, and effectively utilize leadership potential** in their teams, driving higher performance and **enhancing organizational productivity**.

Participant Assessment Methods

To ensure participants' comprehension and their ability to apply the concepts covered, the following assessments will be used to award the **Certificate of Completion**:

1. Self-Assessment Exercises (Module 1)

- Participants will complete a **leadership strengths self-assessment** to reflect on their own leadership capabilities and identify potential leaders within their teams. This exercise will be assessed for **completion and the accuracy of identified traits**.

2. Group Activity (Module 2)

- Participants will engage in a **group discussion** and **role-play** based on the **Situational Leadership Model**. They will demonstrate their ability to adapt leadership styles to nurture team members' growth. This activity will be assessed for **active participation** and **practical application** of leadership styles.

3. Development Plan Design (Module 3)

- Participants will design a **leadership development plan** for one high-potential individual from their team. This plan will outline strategies to nurture and utilize the individual's leadership strengths. The plan will be assessed for **clarity**, **practicality**, and **alignment with organizational goals**.

4. Leadership Development Roadmap (Module 4)

- At the end of the workshop, participants will submit a **Leadership Development Roadmap** that outlines concrete steps to identify, nurture, and utilize leadership potential in their teams. This roadmap will be evaluated based on **specificity**, **feasibility**, and **focus on team engagement and productivity**.

5. Participation & Engagement

- Active participation in all discussions, activities, and exercises will be assessed. Engagement will be a key factor in determining whether participants receive the **certificate of completion**.