



أكاديمية الزمالة العربية البريطانية
Arab British Academy Fellowship
A.B.A.F





Results Based Leadership



Why Attend

The aim of this course is to provide participants with the knowledge, skills and competencies required to become results based leaders. Results based leaders are modern day, value adding managers equipped with the competencies necessary to contribute to their organizations' key result areas. The course also highlights the fundamental role of the manager/leader in inspiring, motivating, engaging, and boosting the productivity of team members. Furthermore, the course addresses the correlation between emotional intelligence competencies, leadership styles, organizational climate and bottom line results.

Course Methodology

The course features the use of team activities, group discussions, as well as group debriefs. A self assessment aimed at helping participants discover their leadership profiles is also used.

Course Objectives

By the end of the course, participants will be able to:

- Identify the attributes and competencies of results based leaders
- Build and lead a team to achieve planned organizational objectives
- Motivate and engage employees through the application of hands on leadership processes
- Link and align departmental and individual performance to organizational goals
- Apply the eight leadership communication styles for improving employee moral and performance



- Demonstrate how emotionally intelligent results based leaders influence the organizational climate and bottom line results
- Build the talent difference

Target Audience

All individuals who strive to introduce a culture of achievement within their organizations. This applies to those who have the responsibility of leading others and managing their performance including executive managers, division directors, department heads, section heads, supervisors and team leaders.

Target Competencies

- Leading and managing people
- Verbal and non verbal communication
- Listening
- Inspiring individuals and groups
- Influencing others
- Results orientation



- Results based leadership: a manager's challenge
- Leadership and management: vital complementary roles
- The organizational pyramid of bottom line results
- Aligning business results with departmental results and individual results
- From vision and mission to key result areas, key performance indicators and balanced scorecard
- A formula for results based leadership: attributes times results
- The five practices of results oriented leaders
- Roles and competencies of results based leaders
- Flying in V formation
- The V formation



- Modern day definition of management
- The managerial grid
- Situational leadership
- Maturity level of the group
- Maturity levels and leadership styles
- Leadership behavior: directive or supportive

- **Motivating and engaging employees for exceptional results**

- Motivation is made up of two words, not one
- The Spitzer's eight motivational desires
- Applying the eight motivational desires model for optimal results
- Motivators not satisfiers
- Engaging employees and boosting productivity
- Definition of engagement
- Organizational cost of disengagement
- Culture of engagement
- Initiatives to increase motivation and engagement
- The ROI of employee engagement

- **Managing individual results through effective performance management**

- Performance management vs. performance appraisal
- Cascading objectives
- Setting individual objectives
- Tracking performance and giving feedback
- Conducting effective, low stress performance appraisals

- **The inspirational leader**

- Importance and objective of communication
- How effective managers spend their time
- The 7-38-55% rule
- Attributes of results based leaders
- Being visible and available
- Being accessible and approachable
- Being responsible and responsive
- Being trustworthy and respectful
- Being role models
- Communicating with assertiveness
- Passive, aggressive and assertive styles
- The assertive communicator

- **Emotional Intelligence (EI) competencies and leadership styles**

- An overview of EI
- EI defined
- 'IQ' versus 'EQ'
- The four competency clusters
- How results based leaders influence organizational climate



- Organizational climate: the 6 components
- Correlation between EI competencies, styles, climate and results
- “Leadership that gets results”: Goleman’s article on style and bottom line results
- The Results based leaders as talent builder
 - Talent health check
 - The talent web
 - The RBL as talent spotter
 - The RBL as talent coach
 - The RBL as talent blender
 - The RBL as talent conductor
 - The RBL as talent conductor



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