

FOUNDATIONAL LEADERSHIP JOURNEYS FOR

Middle Managers

The agile and dynamic nature of the VUCA world poses a tough challenge to middle-level managers, who are required to adapt to and manage changing business requirements. Help them get a head start with KNOLSKAPE's powerful Middle Managers Foundational Leadership Program. This program is designed to provide middle-level managers an understanding of their strengths as leaders, and the power to lead people, processes, and change for exponential organizational growth.

Key competencies developed

Executing Change

- Learn a step-by-step process for leading successful change
- Communicate a compelling change message to gain greater commitment
- Unlock resistance and remove obstacles to change
- Assess personal and organizational readiness to take on the challenge of change

Impactful Communication

- Develop the ability to read non-verbal cues during a conversation
- Use the pyramid structure of communication to improve clarity of communication
- Use the SQCA framework to prepare for one-many communications
- Use the 5-step approach to effectively manage conflicts

Strategic Thinking

- Understand relationships among the various parts of the business model
- Identify hypotheses, assumptions, and risks for the business
- Find ways to add value or reduce cost; Brainstorm market disruption strategies

Contextual Leadership

- Understand individual needs of team members
- Identify your own leadership style
- Determine readiness skill and moral levels of team members
- Flex your leadership style to meet the individual needs of team members

Leading Modern Workforce

- Explain generational differences and their impact on the modern workforce
- Describe factors that influence each generational group
- Uncover the differences and commonalities of each generational group
- Incorporate communication strategies to work with different generational groups

Collaboration for Success

- Recognize the significance of seeking collaboration within and across teams
- Identify the different ways of improving collaborating of team members
- Identify barriers to effective team collaboration
- Explore ways to foster effective collaboration amongst team members

Stakeholder management

- Build trusting relationships with internal and external stakeholders
- Reduce and uncover risk through effective stakeholder management
- Improve stakeholder perception of success for easy project closure
- Use the Stakeholder Map to understand the influence of each stakeholder

Managing team performance

- Identify the highs and lows of team performance
- Develop KPIs to track individual performance of team members
- Identify ways to uncover performance gaps
- Plan interventions to bridge performance gaps

PROGRAM DIFFERENTIATORS

- Transform your Middle Managers with Simulations, Gamification and Cognitive tools
- Measure impact with advanced analytics
- Anytime, anywhere integrated platform with mobile

