

Introduction to Management, Developed & delivered by Paradise for Belkin Components

Paradise was asked by Belkin Components to develop an Introduction to Management course for their Team Leaders and Supervisors.

The aim of the course was to allow participants the opportunities to assess current leadership skills and explore their personal style and the impact this has on their teams. Discover values and beliefs that drive behaviours and identify how this translates into being an effective role model.

Objectives:

- Identify the key roles of a team leader and what is expected on a day by day basis
- Complete a skills audit and identify how it meets with expectations
- Explain different leadership styles and when it would be appropriate to use them
- Review current leadership style, preferences and development opportunities
- Explore beliefs and how they impact leadership style
- Identify values and behaviours and how this affects team working
- Establish a team approach to how to 'live' these values and take personal ownership of them

Activities used included:

- “Shuffle the leader” - To give an opportunity to display evidence of the knowledge, skills and attitudes, to give a springboard to the next session & to practice giving and receiving feedback.
- “Bringing it to life” - exercise to identify what will be seen, heard and felt to provide 'evidence' that the values live, to review personal performance in the previous exercise as a base to build the 'perfect' working environment.
- “The Lemon Exchange” - To illustrate the importance of individual differences, the need for astute observational skills, sensitivity to personal characteristics, how well do we know our staff? How well do we know ourselves? What is our personal style?
- “Spreading the word” – To devise a creative way of passing on your learning to others - TV Ad, Radio Ad, Jingle, Panel Game, Poster, Song, Poem etc
To consolidate learning, to identify any missed or missing points, to reflect on learning points prior to action planning.

Delegate comments:

“This was the best training course I’ve ever been on!”

“This workshop caters for all levels and all requirements listen & learn and you’ll benefit greatly”

“This session was innovative, new and refreshingly different”

