

# EFFECTIVE LEADERSHIP FUNDAMENTALS AND PRACTICES

## EXPERT



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*Professional cursus:*

*General Manager, FURTHER*

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## AUDIENCE

Executives who wish to enhance their leadership skills

## DURATION

2 days (9 AM – 5 PM)

## DATE

22<sup>nd</sup>-23<sup>rd</sup> of October 2013

## LANGUAGE

English

## OBJECTIVES

Hone your leadership skills to enhance your overall performance in managing various situations.

Sticking to the Leadership definition: Process whereby an individual influences a group of individuals to achieve a common goal:

- Consider any individual and situation as unique.
- Deliver the fundamentals, and adjust them to each individual requirement.
- Make it clear that leadership is not a linear, one-way action, but rather an interactive one.
- Leadership is available to EVERYONE, not restricted to only the designated leader in a group.
- Pinpoint that leadership occurs in groups.
- Leadership is intimately linked with GOALS.
- Insist on evaluating the PERFORMANCE of leadership development.
- Seminar facilitation treated with fresh insight.

## PROGRAM

### DAY 1

**LEADERSHIP SKILLS:** As J. Welch CEO of GE put it: Don't manage! Lead!

**What is a leader?**

The Leader as day-to-day manager:

- As communicator
- As "Stratège"
- As problem-solver
- As team-developer
- As power-transmitter
- As visionary

**DIFFERENT STYLES OF LEADERS**

- Concern for people
- Concern for results
- Balance of both concerns.

### DAY 2

**TEAM LEADERSHIP**

- Team-Building
- Leader mediations
- Task & Relational
- Environmental
- Team effectiveness
- Team development

**TRANSFORMATIONAL LEADERSHIP**

- "Laissez-faire" leadership stipulates for: "Hands-off, let things ride"
- Transactional leadership focuses exchanges between leaders & followers
- Transformational one is attentive to the motivations of collaborators to help them reach their fullest potential
- Personality / Adequate behaviors / Effects on collaborators
- Crisis Management

**EVALUATING THE PERFORMANCE OF LEADERSHIP**

- Checklist
- How to conduct an evaluation
- Reliability and validity
- Various examples of evaluation

**INDIVIDUAL WORKSHOP**

Each participant evaluates his leadership area, and establishes its own development program.