

***“Shedding
Light
on Skills
Development”***



Kwelanga

TRAINING

engage | inspire | elevate

Accountable Leadership (2 Days)

A Specialised Kwelanga Training Programme

INTRODUCTION

The aim of the Accountable Leadership workshop is to strengthen your current management and leadership skills with a powerful, more distinguished dimension. This workshop has been designed to enhance and build on your current leadership abilities. It will help all managers and leaders develop the essential skills to influence and motivate their staff to achieve exceptional performance. It will help you to take accountability for decisions made using solid management principles and models.

Leadership is built on sound management skills. This foundation provides the essentials necessary for supporting and sustaining your management qualities and performances. Maintaining a balance between achieving results and developing your people is the key to successful management. This workshop increases your awareness of your current leadership style and abilities. You will also appreciate the impact your leadership style has on those who work with you. The course then provides you with a toolkit of ideas to increase your leadership skills back in the workplace and be confident in your own actions and decisions.

COURSE CONTENT

Basic Management Activities

- The basics of running a successful business
- Basic management activities

Responsible and Accountable Leadership

- The concept of teams
- Team leaders role and responsibility
- Communicating effectively as a means of preventing and managing conflict
- Management tasks – problem solving & decision making

Planning

- Vision – Mission – Values and objectives in your organisation
- Putting it all together
- Crisis control
- Assessing outcomes
- Conclusion: Notes on planning

Controlling

- Long term control and feedback
- The four essential steps in the control process
- Focus on control of resource management
- Solving performance deviations
- Identifying areas of weakness in your organisation's control process
- Maintaining good control and ways of assessing control effectiveness

Developing Leadership

- Adaptive Leadership
- Leadership and adapting to individual social styles
- Management styles adapted by leaders

Developing Effective Teams

- Management tasks – Building trust
- The qualities of a “Dream Team”
- Analysing your team
- The life cycle of a team
- The responsibilities of the team leader
- Warning signs of team conflict
- Conclusion

A Way Forward – Personal Elevation Plan

TRAINING METHODOLOGY

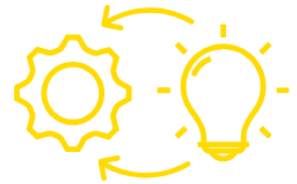


Our training methodology is designed with a core focus: to ensure that the knowledge acquired translates into tangible results, adding substantial value and visibly improving performance within the workplace.

We employ an outcomes-based approach, fostering active engagement through highly interactive, facilitator-led sessions.

WHAT WE OFFER

- Public Courses vs Closed Group Training
- Face-To-Face Training (F2F)
- Virtual Instructor-Led Training (VILT)
- Customisation
- Impact Compass
- myQuest LMS



POST COURSE ASSISTANCE

Contact the Coach” – Bridging Learning for Business Results

We offer a continued learning relationship providing **FREE** access to post course support to embed the knowledge gained. Our advisors are subject matter experts in each area of specialisation.

Delegates can ‘Contact the Coach’ for support, Information or assistance with additional questions regarding the application of theory covered during the course.



Personal Elevation Plan – Bridging the Gap from Training to Workplace Application

The Personal Elevation Plan isn’t just a takeaway – it’s a structured, practical guide that helps delegates seamlessly transition their learning into real-world action.



Sustained Development and Accountability: By tracking progress and engaging with their managers, delegates stay committed to their growth, making learning an active part of their professional journey.

A Tool for Measurable Impact: Rather than training being a one-time event, this plan enables organisations to see tangible results by embedding new skills into everyday work.

A Catalyst for Meaningful Conversations: Ideal for one-on-one coaching and performance discussions, the plan encourages ongoing development dialogues between delegates and their managers

OUR COMMITMENT TO YOU ...

Kwelanga Training’s Commitment

*To develop and inspire each individual to be the best that they can be.
To assist clients in the transfer of skills and positive behaviour change.*