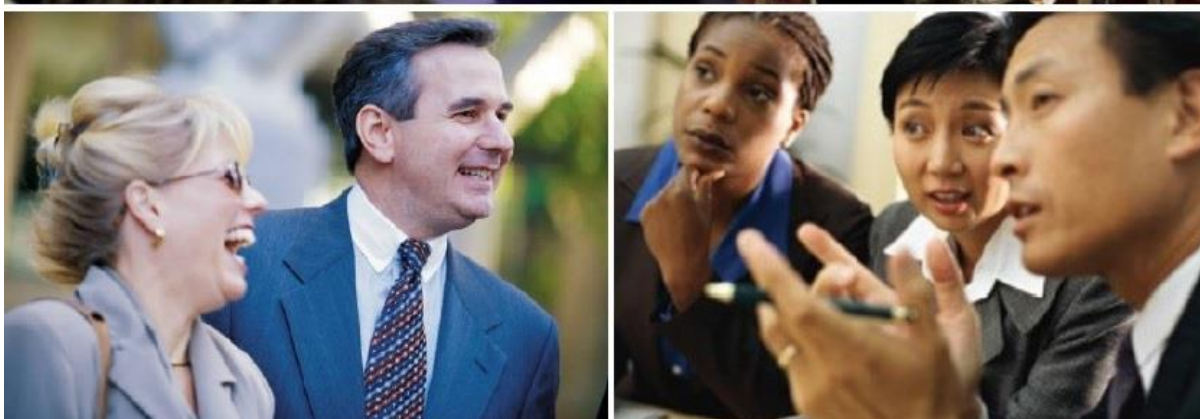


One-Hour or One-Day Leadership Seminars



These seminars are designed to motivate and inspire candidates attending evening training sessions and staff retreats, whilst equipping them with the necessary skills to lead their church to new and exciting levels of growth. All our seminars are filled with real life stories and illustrations dealing with the intricacies of leading an organization. Each leadership seminar covers a range of practical skills and is designed to assist in the development of leadership ability within each area covered.

Combine four topic together for one-day seminar

Developing Exemplary Team Members through Path-Goal Leadership

All leaders want exemplary team members. Why? Because the lion's share of growth of any organisation is largely created by exemplary team members who are galvanized together under the leadership of a transformational leader. The leader has a responsibility to assist all team members to become exemplary team members of the organization who breathe life into the organization and the vision of the organization.

One of the most effective ways to empower people to become exemplary team members and exemplary leaders is through path-goal leadership. This requires that the leader know the type of team members with whom they are working. This seminar, firstly, discusses and analyses the following five types of followers who are in every organisation: Alienated Followers, Conformist Followers, Pragmatist Followers, Passive Followers and Exemplary Followers.

Secondly, this seminar identifies and examines the skills and situations that determine which style of Path-Gaol leadership should be used to release the ability in each follower to be an exemplary follower or leader.

Leadership-as-a-Partnership

Due to the complex nature of our world today, we are being nudged towards a new face of leadership referred to as “leadership-as-a-partnership”. There has been a major shift in the leader-follower relationship that greatly affected the way in which leaders influenced followers. The leader is no longer seen as the *boss*, one from whom you take orders but as a *partner* whom you follow. Next, followers also want to feel a sense of meaningfulness in their work; in other words, they want to feel empowered. Empowerment is less about one person controlling another or a group of people and more about clarifying what others can contribute to the continued growth of an organisation and then supporting them.

Therefore, the greatest challenges facing any leader in the twenty-first century is the ability to empower and develop effective partnerships with co-workers. Using the stories of the Antarctic explorer Shackleton and the life of Sir Edmund Hillary who conquered Mt Everest and established a humanitarian organisation to improve the lives of the Nepalese people, this seminar, firstly, identifies and evaluates the eight skills necessary to build a framework for successful leadership-as-a-partnership and, secondly, identifies and discusses the four psychological dimensions that determine the nature of empowerment. Finally, it examines one of the most significant outcomes of empowerment, which is self-directed or self-managed teams.

Maturing from a Charismatic Leader to a Transformational Leader

No-one can seriously doubt the value of charismatic and transformational leadership in any society. Throughout history, charismatic and transformational leaders have always been the major forces of change. From small organizations to great empires, they have been there on the cutting edge, blazing new trails by their heroic actions. These larger-than-life characters come alive to us in our myths, leaping from the pages of history and bringing an anticipation of a savior or inspiring us to be that savior.

Yet charismatic leadership is a double-edged sword with an edge of light and an edge of darkness. The edge of light brings salvation from great distress, and the edge of darkness brings destruction which is manifested in two very negative and destructive syndromes. Therefore, it is imperative that leaders understand the dangers that lurk in the dark-side of charismatic leadership.

This seminar, firstly, discusses the circumstances into which the charismatic and transformational leader comes as a gift from God to alleviate the great distress that has been caused by the lack of blessing upon a group or society. Secondly, the seminar examines how the two destructive forces of the Narcissistic Syndrome and King Lear Syndrome trigger the dark-side of charismatic leadership. Finally, it explores how the leader can, through such skills as Pygmalion Effect and Intellectual stimulation, tame these negative influences of the dark-side of leadership and thus mature someone into a transformational leader.

Stewardship of Delegation and Succession Management

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Delegation is the rich fertile soil in which succession planning and management can flourish. Without delegation, succession of leadership is not successful. Without successful delegation and succession management, an organisation cannot maintain the original predecessor's ethos or build upon their legacy.

The seminar will, firstly, examine the instructions given to Moses by Jethro to see how delegation strengthens an organisation as it sends a clear message to those with whom the leader has partnered that they are trusted and their development as leaders is an important priority in achieving the organisation's vision. Secondly, this seminar will draw from the

successful succession planning and management of Samaritan's Purse in which leadership was successfully transferred from Bob Pierce to Franklin Graham. Thirdly, this seminar will examine the responsibility of a successor to use strategic thinking and decision-making to move beyond the success of the past and to stay on course to achieve the organisation's God-given vision and objectives. Finally, this seminar will also discuss how skills and a culture of social entrepreneurship, when integrated with leadership, become a winning combination that drive the growth of any organisation to become a great legacy from which others may benefit

Building and Maintaining Effective Strategic Leadership

The success and longevity of any organisation is dependent upon its leader's ability to recognise future opportunities. Organizational strategic leaders in the church and other Christian organisations are those leaders who spend time on matters of vital or far-reaching importance to the organisation they lead or are involved in leading. Strategic leadership is a pro-active, entrepreneurial, heroic approach to planning and leadership. This seminar identifies, examines and discusses those entrepreneurial pro-actives of Galvanizing People Together With a Compelling Purpose, Challenging the Present Organizational Culture with a Mission, Vision and a Strategic Plan. Secondly, it examines the skills needed to move beyond the vision in an ever forward manner. Thirdly, it analyses true long-lasting success of an organization that is driven by a guiding coalition of credible leaders who have organizational positions of authority to empower people to become part of and take ownership of the strategic change. Finally, this seminar discusses one of the secrets of 'Emotional Resilience'.

Beyond the Vision – What Are Our Possibilities?

Skillful strategic leaders are able to move beyond their current vision to untapped possibilities by gathering and analysing information that assists them in finding the market niches and opportunities that are well-suited for their organisation's services and capabilities.

Strategic leadership planning requires that we not only have a mission, vision and stated values but it requires that we have undertaken an effective analysis of our internal and external environment that produces clearly-stated objectives and achievable goals. Without these things, it is impossible to create a unifying forward momentum amongst those we lead in our quest to accomplish the mission and vision of the organisation.

This hands-on seminar will explain how to use and integrate such planning tools as Growth/Share Matrix, S.W.O.T Analysis, PESTLE Analysis, Competitors' Analysis, Risk Management and Marketing Plans to assist in setting clear long- and short-term objectives and to achieve those untapped opportunities for your organization.

Great Leadership Requires Great Influence: Mentoring and Coaching

Mentoring and coaching is today amongst the hottest topics in leadership. There are literally thousands of books, journals and articles dedicated to the subject. Why is this so? The answer is that great leadership requires great influence, and mentoring and coaching is one of the most effective ways of influencing followers and future leaders. This seminar explores and discusses how mentoring and coaching are an effective means of creating intended real transformational change, it sets the strategic direction of an organization, is a most powerful way of developing and empowering future leaders, and also has some guidelines for developing mentoring and coaching programs.

Discovering the Springs of Inspiration and Motivation

Inspiration and motivation are critical for human life. Without inspiration and motivation, nothing happens. No great achievement is accomplished, no great knowledge gained and no lasting truth is acquired. Effective leadership requires inspiration and motivation. This seminar, using biblical characters and real life stories from history, firstly explores how a true leader is a catalyst that does not impose commands from the outside. Rather, they get alongside those they lead and inspire them to draw on their deepest inner reserves to achieve the seemingly-impossible. Secondly, it examines the difference between inspiration and motivation. Thirdly, it looks at how the leader as a motivator can guide followers to recover their horizon of significance. Finally, it explains how knowledge motivates people to *achieve!*

To book one of these seminars,
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