

Authentic Leadership

Course Overview

Warren Bennis wrote about corporate leadership in the 1950s. If Peter Drucker was the man who invented management, then Bennis is the one who invented leadership.

Bennis wrote extensively about leadership, always echoing a core theme: - 'managers are people who do things right while leaders are people who do the right thing'. But, if this was a concept presented to the world in the 1950s, why is it so many leaders still apparently do it so badly? Authentic leadership means making genuine human connections and being your true self in all situations.

Program Format

This is a 1-day program that can be delivered face-to-face or virtually.

Course Objectives

At the end of this course the participants should be able to:

- Explain the critical need for authentic leadership across the organisation.
- Identify the consequences of fake leadership.
- Determine what authentic leadership looks like.
- Create strategies for developing authentic leadership.
- Begin to drive higher engagement levels in the workplace.
- Demonstrate authentic leadership practices.

Course Outline

Identifying Authentic Leadership

The life lessons of an authentic leader:

- Never try to fake realness.
- To be approachable, don't take yourself too seriously.
- Challenge your own opinions and biases.
- Beware of the smoke of hubris, don't believe your own hype.
- Be vulnerable.
- Tell the truth – people can hear anything if it's true, but this takes courage.
- Encourage diversity and genuinely celebrate different perspectives.
- Learn – if you think you know it all, you're wrong.

The Need For Authentic Leadership Across The Organisation

- What does authentic leadership look like?
- How authentic leadership practices have an impact on corporate culture.
- What happens when we don't use authentic leadership?
- Is there a difference between the way you behave at work and the way you behave at home?

The Disengagement Dilemma – How Current Leadership Practices Reduce Trust

- The engagement crisis in Australia.
- Building a commitment to increasing engagement in the workplace.

Why Being Nice Is Good For Your Business

- The extraordinary benefits courtesy and respect have on organisational performance.

Creating Strategies to Drive Authentic Leadership

Decide what authentic trust looks like:

- Genuinely live the values.
- What are your organisation's values?
- How does your behaviour reflect the values?
- Creating an action plan – what do you want to do differently?

