

Leadership Dynamics

A SYSTEMIC APPROACH TO LEADERSHIP

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Introduction

Leadership is a relationship issue – this is one of the underlying premises of this online programme.

Leaders need followers, and leaders need to understand the impact of their presence and behaviour at a psychological level on those they lead.

The Leadership Dynamics programme offers a thorough exploration of leadership relationships, focussing first on self, then on working with others, with teams and also taking a systems approach to the organisational context.

Background to the programme

The rationale for this programme is to take a holistic approach to leadership development. The approach is that organisations are made up of individuals, each of whom has something to offer, and a range of needs to be met. The harnessing of the creativity, willingness to work, experience, skills and intelligence is largely the work of the leader. Leaders and followers all work within the system that is the organisation as a whole, and they all have an impact on the success of that organisation.

Understanding human behaviour, starting with ourselves, is the key to unlocking the potential of a workforce and to it then achieving success.

Systemic Leadership, a concept developed by Lynda Tongue and firmly based within the psychological framework of concepts known as Transactional Analysis (TA) is about understanding the connections between people at individual, team and organisational level. The application of these concepts offers insights into behaviour which once recognised, can be altered to achieve a greater effect.

Clear communication, motivation of self and others, removing barriers to effective performance, and conflict resolution will all be explored, and participants encouraged to develop action plans for transfer of the learning to the workplace.

Workshops

The participant groups may be mixed in terms of knowledge of TA, some may be beginners and others may be those who know the TA concepts, but now want to explore them in a different context. Lynda will work with the groups to meet them at their level, and will encourage discussion and debate.

For more details, visit www.ta-tribe.covb