



### CIFAL Cascais -Liderança eficaz (Effective leadership) - November



 : 23 11 2024

-  : Course
-  : Nova SBE Campus, Portugal
-  : 25 11 2024 to 29 11 2024
-  : 5 Days
-  : Decentralize Cooperation Programme
-  : <https://unitar.org/sustainable-development-goals/people/our-portfolio/cifal-glo...>
-  : US\$0.00
-  email: cifals@unitar.org
-  : CIFAL Cascais



How to create value? What is the organization’s strategy? How to involve the team in this goal? An effective leader must go beyond the immediate view of everyday life and have an integrated view of the fundamentals of management, mastering the language of various areas and promoting dialogue and discussion.

In view of the complexity that the challenge of leadership represents, the program explores the theme in a path that goes from a micro-vision (how the leader should interact with their team and the organization) to a macro-view (leadership in the organizational context).



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- Understanding the role of Leadership in the organization's strategy
- Knowledge of value drivers and the strategic organizational framework
- Identification of the KPIs that are relevant for the organization
- Understanding the role of the leader as an enhancing element of the team
- Internalization of good Leadership practices
- Development of communication across the organization



- **Module 1. Positive Leadership**

- Organizational structures in change
- Leadership in times of permanent change
- Understanding the essence of leadership
- Different leadership styles
- The main functions of leadership
- Vision, mission, and purpose
- Leadership and organizational resilience
- Create the new generation of leaders
- Building a targeted organization for commitment and involvement
- The puzzle of individual and organizational resilience
- Leadership and coaching

- **Module 2. Building high-performance teams**

- Shared vision
- Building a culture of cooperation
- From individual strength to collective strength
- From strategy to action – focused leadership
- Encouraging internal innovation to grow sustainability
- Vertical and horizontal management of the organization

- **Module 4. Strategic leadership**

- The strategic formulation process
- “Sell” the strategy and garner support
- Strategic involvement, focus and implementation
- Building a strategic scorecard

- **Module 5. Effective Communication for leaders**

- **Persuasive Communication:**

- Communication context - society, tools, organization
    - Persuasion and communication
    - Communication strategies for change
    - Persuasive communication in everyday life
    - My persuasion challenge

- **Personal Communication:**

- Communication process
    - Management and communication
    - Emotional intelligence
    - Communication in difficult situations
    - Confrontation and conflict

- **Module 6. My leadership challenges**

- Practical issues of leadership
    - Co-construction of solutions
    - Joint reflection

- **Module 3. Organizational alignment**



The program includes:

1. The sharing of cases and support material in all modules



Administrators, managers, and general directors

Management advisers

Middle management

Project managers and teams

Managers who want to enhance their capabilities as leaders

Middle managers with leadership ambitions

Persons responsible for functional areas