



REBECCA BRADSHAW

PUTTING LEADERSHIP BACK INTO THE TEAM LEADER POSITION

TEAM LEADER TRAINING PROGRAM

6 OR 12 MONTH PROGRAM
4 DAYS GROUP TRAINING

Why

WHATS IN IT FOR YOU

I have always found the team leader role to be vital and yet underutilised. If you are considering the viability of maintaining this position then read on.

Usually when I hear leaders talk about their frustrations it includes not being able to delegate effectively to their team leaders and I find there are several reasons:

The leaders don't have time to train up a new team leader

The team leader isn't motivated to move above a support worker role even though there is an expectation of more administration in the role.

The team leader struggles to leave old friendships behind and is considered a peer making performance management of the team difficult.

Team leaders have training but still don't seem to know what the tasks of their job actually are.

Leaders aren't sure which tasks they should be delegating.

There is inconsistency in the skill and competence of the team leaders so leaders can find themselves leaning more heavily on the competent ones and this can lead to overwhelm in the team leader role and the 'good ones' leave.

It is difficult to make time to meet regularly with team leaders and monitor their work so often you find out the key tasks haven't been done or have been done to a poor standard which means you end up doing them yourself and playing catch up.

Leaders can feel like they just can't trust the team leaders to do the job as well as they can.

WWW.rebeccabradshaw.com.au

WHAT MAKES THIS PROGRAM SPECIAL

This isn't your usual off the shelf leadership program where people learn what it takes to be a good leader (there are a million and one books you can read about that), this is a practical program where team leaders will learn what tasks the role involves, how to effectively report to the executive leadership team and how to manage staff who report to them, even when those staff were previously their peers.

This program brings together my years of experience as a quality expert and cultural change agent and draws on my existing programs as a quality mentor, values training and 'decide, design, delegate' training used by organisations to clarify and simplify quality to support a fully integrated quality management system.

whats included

COURSE STRUCTURE

Day 1

Decide, design and delegate

Agree on a position description for team leaders which includes responsibilities, skill requirements and tasks

Day 2

Quality management system essentials

Define the essential tasks involved in a quality management system including the expectations of activity and task in the team leader role.

Day 3

Visible values

Define or reaffirm organisation values and agree behaviours that sit within those values.

Facilitate understanding of how to manage staff performance using agreed organisation behaviours as a tool.

Day 4

Internal audit training

Includes a practical session where participants conduct a live audit.

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What else do you get

FROM ME TO YOU

The program also entitles each participant to:

24 hours email and phone support for the Team leaders

Workbooks to compete for each session

1 individual phone mentor session with me

10% discount to my adversary to ambassador mentor program
for quality leaders

Access to all webinars

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