

zoom

TRAINING SESSION

COURSE: Collaborative Leadership Stage 2
DURATION: 5 sessions of 90 minutes (over 5 weeks)
TUTORS: **Verene Nicolas & Richard Golsworthy**

OUTLINE:

Activities on the 5 session course are led by two tutors, one the Director of the Doctoral Programme in Counselling Psychology at Caledonian University, the other an expert in organizational cultures and non-confrontational methods of conflict resolution. This course is a follow-up to the existing stage 1 Collaborative Leadership course.

While stage one concentrated on personal change, this course will look at organisational changes. It will focus on enabling participants to become active influencers for collective leadership, influencing workplace structure and culture to develop effective collaborative relationships and encourage fair work values.

1. Clarifying purpose and values for teams and organisations.
2. Clarifying decision-making structures to enable more autonomy and/or more capacity to influence decision-making.
3. Fostering trust in teams - clarity of purpose; belonging; speaking truth with care; conflict engagement systems.
4. Strengthening interpersonal skills.
5. Promoting organisational learning.

This course will cover:

- How to handle challenging situations in the workplace in an effective and productive way.
- How to become active influencers for collective leadership in an organisation.
- How to influence workplace structure and culture to develop effective collaborative relationships, and establish the fair work values of effective voice, fulfilment and respect in the workplace.
- The importance of clarifying purpose and values for teams and organisations.
- The importance of clarifying decision-making structures to enable more autonomy and/or more capacity to influence decision making.

- How to foster trust in teams by: establishing clarity of purpose, speaking truth with care, having an effective conflict engagement system, creating a sense of belonging in the workplace.
- How to strengthen interpersonal skills.
- How to promote organisational learning.