



## DIVERISTY CONSULTING

### LEADERSHIP & TEAM BUILDING SKILLS SERIES:

- LEADERSHIP SKILLS IN A CROSS-CULTURAL ENVIRONMENT
- TEAM BUILDING SKILLS IN A CROSS-CULTURAL ENVIRONMENT.
- CULTURAL DIFFERENCES COMPETENCE
- DIFFERENT PERSONALITIES AT WORK & WITHIN A TEAM
- EFFEVTIVE COMMUNICATIONS AND FEEDBACK
- COMMUNICATING ACROSS CULTURES, AGES AND GENDERS.

#### Who should attend?

Anyone who interacts with others in or out of the workplace

#### Class size:

5– 20 participants

#### Duration of the classes:

4, 8, 12 or 16 hours depending on your organization's needs. The courses can be mixed and matched. The elements of the classes can be modified or tailor-made to suit your organization needs.

#### Why attend the training classes:

Bad communications create conflicts which in turn create low morale, absenteeism and high turn-over in organizations; both account for low productivity and loss of revenues and can result in law suits in some cases. It doesn't only destroy the image and reputation of a company but it also costs them top dollars down the line, when the solution is very simple.

Training classes help reverse all these negative effects and promote effective communications and harmony not only between employees but also with the customers as well.



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## Leadership/Team Building Skills Series



## Simplifying Leadership

**Leadership Training:**  
• Leadership Skills  
• Team Building Skills

[www.saharconsulting.com](http://www.saharconsulting.com)

Diversity  
consulting  
management

# Leadership at work for you

## ARTICULATE YOUR BUSINESS GOALS, MISSION & VISION CLEARLY



Want **outstanding results** from your team? Our Leadership workshops will show you how to develop inspirational leaders and articulate a powerful vision and **harness the strengths of your team**.

**Leadership** development is self-development. Learning how to not micromanage, not be overly concrete, not fail to explicitly state expectations and other unproductive inter-personal behavior only happens through the increased self-awareness gained in a personal coaching or mentoring relationship.

**For Team members to work together, they should:**

- 1- Respect differences and work together establishing a positive working environment. Use these differences to challenge your own assumptions about the "right" way of doing things and as a chance to learn new ways to solve problems.
- 2- Build a culture of Trust: Cultural differences in multicultural teams can create misunderstandings between team members before they have had a chance to establish any credibility with each other. Thus, building trust is a critical step in creation and development of such teams
- 3- Each to bring their unique style: Each individual to be aware of how they function on a team is an important factor in how the whole team functions. By being aware of your unique team player style, you can consciously bring personalities on board who build on your strengths—and shore up your weaknesses.



## Effective solutions for Your business needs

### MODULES:

- How to develop the Leader within you
- Charismatic Leader characters
- Team members characters
- Leadership Principles
- SWOT/ PEST theories.
- How to inspire others and attract them to listen to you
- Resolve Conflicts within a diverse team
- Set goals, vision and metrics
- Types of Leaders
- Types of team members
- How to keep your individuality within a team
- Why team building?

### KEY OBJECTIVES:

- Leaderships: Great leaders, great teams, great results.
- Building a culture of Trust
- Gather information through effective communications and build rapport through attentive body language
- Importance of effective feedback (Positive or Negative)
- Learn what is effective listening
- Resolve conflicts and turn them to opportunities
- Capitalize on the strengths of your unique leadership style
- Make team meetings more time-efficient, productive experiences
- Turn your visions into concrete action plans
- Develop communication skills that help you "connect" with team members
- Maintain personal and professional balance
- Develop proactive followers who are empowered
- Reflect on your personal strengths and weaknesses
- Understand how to overcome the hidden agendas, self-protecting egos
- Learn how to deal with problem team members and recognize when you're better off cutting some people from the team
- Ignite enthusiasm and create an environment where everyone feels challenged to excel
- Understand the drivers of good and unwanted team behavior

**DIVERSITY CONSULTING PROVIDES A TOTAL END TO END SOLUTION.**

### LEADERSHIP THEORIES:

- 1- The X/Y Theory.
- 2- The Empowerment Theory.
- 3- Action Centered Leadership Theory.
- 4- Contingency Theory.
- 5- Informal Leadership Theory.



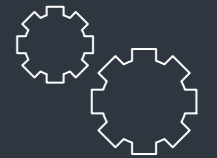
### LEADERSHIP STYLES:

- 1- Authoritarian.
- 2- Participative.
- 3- Delegative.

### EFFECTIVE TEAM BUILDING SKILLS:

- Team building golden rule: **Do the right thing, Do the best you can. Do help others.**
- Rationale: **Feel confident, Feel proud, Feel good**

A variety of Team Building and Leadership exercises and activities are implemented during the workshops.



### OTHER RELATED COURSES

- Effective Communications
- Improving relationships @ work
- Conflict Resolution
- Creative Problem Solving
- It is all about R.E.S.P.E.C.T.
- Preventing the "ISMs"
- Bridging the gaps:
  1. Generation
  2. Gender
  3. Racial
  4. Cultural



### TRAIN THE TRAINER

- Participant Observation Phase
- Co-facilitation Phase
- Observation/Supervision Phase
- Independent Training Phase
- On-going Supervision



### CONTACT US @:

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