

THE RED TEAMING METHOD - THE COMPLETE LEADERSHIP PACKAGE

OVERVIEW

An immersive, 18-hour leadership programme designed to equip managers and aspiring leaders with the essential skills, strategies, and tools to lead teams effectively in today's fast-paced, complex business environment. This course covers six core areas of leadership, from aligning your team with the organisation's vision and mission, to managing risk, fostering innovation, and building a culture of trust and high performance.

Participants will explore the interplay between strategic planning, decision-making, and talent management, while enhancing their coaching abilities to drive team growth.

INTRODUCTION

Companies today face critical leadership challenges, including adapting to rapid change in a VUCA (Volatile, Uncertain Complex, Ambiguous) environment, managing a diverse workforce, and retaining top talent. Leaders must also balance risk while making strategic decisions and foster a culture of continuous learning and innovation to drive long-term success and agility. Effective leadership directly correlates with organisational success, driving employee engagement, innovation, and sustainable growth.

Upon discussions with employers, it has been revealed that there is a lack of trust between leadership and employees, and a lack of experience in new team leaders/managers. A training that covers diverse aspects of leadership looking at it more holistically, can be the key in enrolling to 5 different lengthy leadership courses and gaining very minimal value.

LEARNING OBJECTIVES

By the end of this course, participants will be able to:

In terms of knowledge:

- Relate the concept of vision, mission, and strategy to organisational success.
- Understand the key principles of strategic planning and setting objectives within a business context.
- Describe the role of risk management and decision-making models for business sustainability.
- Classify the different leadership styles and their impacts on team performance and development.
- Enumerate the essential tools and methodologies for creating a culture of psychological safety and healthy conflict.
- Understand the principles of business agility and adaptive leadership in the context of modern organisational challenges.
- Describe the components and process of high potential and talent management strategies.

In terms of skills:

- Draft and articulate a vision, mission, and strategy aligned with organisational goals.
- Apply strategic reasoning and risk management frameworks to evaluate business challenges and opportunities.
- Utilize coaching techniques to empower employees and foster a development-driven culture.

- Execute conflict management strategies, ensuring diverse perspectives are heard and constructive dissent is promoted.
- Identify opportunities for fostering business agility and navigating complex, ambiguous environments.
- Determine talent management needs and develop a workforce planning strategy.
- Justify leadership decisions in adapting to evolving business environments and improving team performance.

In terms of attitudes:

- Justify the importance of aligning vision and mission with strategy to foster long-term organisational success.
- Criticize risk-averse mindsets and advocate for proactive decision-making to navigate business uncertainties.
- Participate in fostering a coaching-oriented culture that promotes individual growth and collective team success.
- Contradict passive conflict avoidance and encourage transparent, healthy conflict and dissent for innovation.
- Contrast traditional leadership models with adaptive, agile approaches to respond to changing business dynamics.
- Justify the investment in talent management strategies as essential to organisational growth and sustainability.

MODULES

Module	Content
Module 1: Vision, Mission, and Strategy	<p>The critical relationship between vision, mission, and strategy, and how leaders can motivate teams to fulfil the company’s vision through a clear mission and well-designed strategy.</p> <ul style="list-style-type: none"> ▪ Understanding the components of vision, mission, and strategy ▪ Defining organisational purpose ('your why') to guide strategy ▪ Principles of strategic planning and setting objectives ▪ Strategic reasoning: problem identification and solutions ▪ Navigating strategic contradictions and synthesis ▪ Monitoring, evaluating, and adjusting strategy ▪ Frameworks for designing effective strategies ▪ Managing risk and decision-making in strategy formulation
Module 2: Managing Risk and Making Better Decisions	<p>How to operate successfully in a risky environment by managing threats and uncertainties, using structured approaches to make sound decisions.</p> <ul style="list-style-type: none"> ▪ Understanding why businesses fail ▪ Key competencies for effective risk management ▪ Models and mindsets to enhance risk management and decision-making

	<ul style="list-style-type: none"> ▪ Problem framing framework
Module 3: Leading Through Coaching	<p>Using coaching techniques to empower and develop your team members for long-term, sustainable success.</p> <ul style="list-style-type: none"> ▪ Self-awareness as a key component of leadership ▪ Exploring different leadership styles ▪ Reflecting on your personal leadership style ▪ Coaching vs. mentoring: key differences ▪ When to apply coaching techniques ▪ Tools and techniques for effective coaching ▪ Fostering a culture of coaching within your team
Module 4: Managing Conflict and Dissent in the Workplace	<p>Facilitating a culture of learning, innovation, and psychological safety.</p> <ul style="list-style-type: none"> ▪ The role of psychological safety and its importance ▪ Trust and conflict as central elements of a healthy workplace ▪ Encouraging diverse perspectives and voices ▪ Methodologies for promoting authentic dissent, including the SCARF model ▪ Embedding healthy conflict and dissent as part of the organisational culture
Module 5: Business Agility and Adaptive Leadership	<p>Understand how to lead organisations through constant change and foster innovation.</p> <ul style="list-style-type: none"> ▪ The need for business agility in modern organisations ▪ Domains of business agility ▪ The role of the leader in enabling agile practices across the organisation ▪ Fostering a culture of learning and innovation ▪ Tools and methodologies for achieving business agility (e.g., Cynefin, devolved decision-making, pre-mortem analysis, bowtie analysis)
Module 6: High Potential and Talent Management Strategies	<p>Implementing effective talent management strategies that boost performance and strengthen employer branding.</p> <ul style="list-style-type: none"> ▪ Defining High Potential, Talent, and Talent Management ▪ Importance of differentiated management of high-potential employees ▪ Developing a talent management strategy and workforce planning ▪ Characteristics of effective talent management

	<ul style="list-style-type: none">Tracking, evaluating, and engaging talent for organisational success
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WHO IS THIS FOR

Suitable for managers, team leaders, HR managers/professionals, founders, and executives.

LOGISTICS

Each course can accommodate up to 28 attendees and is delivered by 2 instructors. The course is made up of 6 x 3-hour modules and can be delivered on a time scale to suit client requirements - as a weekly 3-hour workshop, 2 modules a week, or an intense 2 modules a day over 3-days - whatever best suits your calendar and needs.

Delivery is virtual but in-person can be arranged.

FEES

This programme is HRDA approved and therefore the client can claim up to €360 per attendee, up to a maximum of €10,080 (28 x 360).

Cost for the programme is €15,000 irrespective of the number of attendees.

FURTHER INFORMATION

For any further information or to arrange a call to discuss please email: info@effectivedirection.com or book a call [here](#).

THANK YOU