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**LEADERSHIP HR  
INNOVATION HIVE**



# SKILL – LEADERSHIP



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- 1) **Aim** – This course aims at supporting HR in raising awareness on the importance of leadership skills in the work environment and how it can have a positive impact on both employers and employees.
- 2) **Objectives**
  - a) To know the value of leadership skills in the workplace
  - b) To learn ways for developing leadership skills in staff members
- 3) **Content**
  - ❖ Why Is It Important to Develop Leadership Qualities in Employees
  - ❖ How to Train Your Employees as Leaders
  - ❖ Strategies for developing leadership skills

# Why Is It Important to Develop Leadership Qualities in Employees?



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- Developing leadership skills in your company's personnel will benefit many aspects of the business, from culture to money. Consider the advantages of leadership training to determine if it is worthwhile.
- Increases the number of leaders in the workforce. The workforce is always changing and expanding. People are leaving and entering the building. More leaders are always needed in the workforce, whether they are in the C-suite or not.
- Talent is attracted and retained. Employee retention is 20 times higher in organizations that prioritize leadership development. Not only will the organization attract new employees, but great employees will want to stay.
- Improves the performance of the business. Good leadership has been shown to increase a company's lifespan, impact its bottom line, and improve ROI.



## Why Is It Important to Develop Leadership Qualities in Employees?



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- Improves employee retention. More than three-quarters of employees (79%) leave owing to a lack of appreciation. Good leaders make their employees feel appreciated.
- Encourages variety. Developing good leaders will boost workforce and consumer diversity. This leads to more inventiveness.
- Employees can thrive under good leadership, which fosters innovation and creativity.



<https://www.youtube.com/watch?v=Bnb1qPxbRK0>

## How to Train Your Employees as Leaders

There are numerous strategies to develop your employee into a leader. Trying to develop all of your staff into leaders at the same time might be difficult. It would be useful to go over all of the leadership attributes and determine which ones to begin with. It may even be advantageous to construct a leadership development strategy!



### Defining Leadership Development Objectives

An effective leadership development program, like any other organizational project, begins with assessing the company's specific needs and developing a plan. While certain employee leadership skills, such as emotional intelligence and the ability to motivate others, may be universally applicable, other focus areas will vary depending on the company's specific situation.

## How to Train Your Employees as Leaders

### Finding Potential Leaders

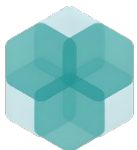
The next stage is to identify which employees may benefit from a leadership skills development program. While current managers are an obvious choice, it is also critical to look further down the ranks for lower-level employees with leadership potential. While leadership potential is frequently confused with success as an individual contributor, the skills required to lead may be quite different. Organizations should instead seek workers who exhibit leadership qualities such as:

- Thinking critically
- Making strategic decisions
- Level Headedness
- Emotional intelligence
- Integrity
- Positivity

While most leadership techniques can be taught, these characteristics are generally good indicators that an employee is well-suited for a managerial or leadership role.



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## Strategies for Developing Leadership Skills

### 1. Create mentoring programs.

People are rarely born leaders; even if they have a natural talent for it, everyone must learn how to lead effectively via example and practice. Mentorship is an important technique to assist this learning in a corporate context. Asking a more senior member of staff to mentor a more junior member of staff in leadership skills may be a very helpful, relationship-building, and cost-effective method.

### 2. Provide employees with stretch projects.

Stretch projects, such as managing a small team in a hard but non-mission-critical firm program, allow rising leaders to attempt (and sometimes fail) in real-time. This not only provides individuals with a fantastic learning opportunity, but it also provides the business with vital data about the employee's strengths and opportunities for growth.

### 3. Give leadership training.

You may want to provide leadership training opportunities expressly to help employees grow as people and project leaders. This might be training from an outside provider or from an experienced leader within your organization who is familiar with your organization's aims and values.





## Strategies for Developing Leadership Skills

### 4. Determine which leadership abilities are essential.

Before attempting to instill these skills in your workforce, it is critical to identify which leadership skills employees require to thrive as people/project leaders.



## Strategies for Developing Leadership Skills

### 5. Teach on Networking

Employees can improve their people skills by learning to network. They will be able to strike up conversations with strangers, form friendships, and seek assistance from others. Start simple, such as networking during lunch or during organizational events, to encourage an employee to network. After they've gotten used to it, you can introduce them to opportunities such as industry events.





# Thank you!

