

# Leadership & Change Management

Shanghai 22-23-24 November 2017

Beijing 13-14-15 December 2017 – Wuhan 17-18-19 May 2017

## Learning Goals

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**By the end of this module, participants will be able to**

- Know themselves better, and how these characteristics impact their leadership
- Appreciate differences and how they can draw value from them
- Develop and coach their team members
- Manage their stakeholder relationships better by understanding what is at stake for others, using different influence strategies, and having courageous conversations
- Manage change and transitions better, through an increased understanding of reactions to change and how to handle them, and of the complexity of organizational change

## Methods and Tools

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- Presentation of models/methodologies followed by application exercises, role play or group work on real situations to allow for practice and opportunities to exchange experience with other participants, receiving individual feedback on strengths and development areas, personal reflexion

## Target Group

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- As this module is about leading others, it is targeted to Purchasing Managers who have people responsibility and are leading a team, or to senior buyers acceding to a managerial position

## Duration

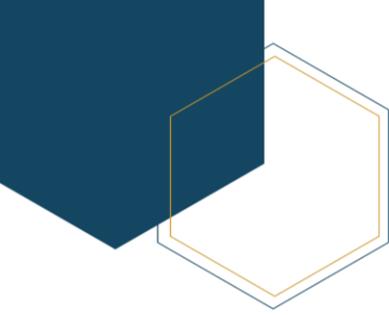
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- 3 days

## Training location

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- Shanghai Beijing Wuhan - China



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## Phase Content

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### Day 1

#### Leadership

- When leading others, it is important to begin by knowing oneself and one's leadership style. The Myers-Briggs Type Indicator gives helpful insight into one's personality and preferences, communication style, team behaviour and reaction to change. Participants will explore their own profile through exercises.
- Transition is a key moment in a career, which needs to be carefully navigated. Here, the focus is on leadership transitions, and what needs to be done when transitioning from one role to another.
- Emotional intelligence has an impact on leadership effectiveness. The different aspects of it are explored and applied to different leadership styles

### Day 2

#### Key Skills for Leading Others

- Leadership challenges in purchasing. Particular challenges to leadership in a purchasing position are explored.
- Influencing is a key skill for making things happen in an organisation today. A methodology is presented and participants work on their current influencing challenges.
- Coaching: One of a leader's roles is to coach their employees and help them develop. Different skills required for coaching are explored and practiced through case studies. The participants also explore their own motivations and understanding those of others.
- Managerial courage requires the ability to say things that are not easy to say. Participants practice having difficult conversations using a methodology.

### Day 3

#### Leading change

- This module looks at change from an individual and from an organisational perspective. Understanding people's reactions to change, where resistance comes from and how to deal with it, the MBTI type and change, and the key factors for successful implementation of change in an organisation

## Credits for

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### Purchasing Managers Certification Programme

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