

A close-up of a conductor's hands. The right hand holds a white baton, and the left hand is open, palm facing up. The background is a dark grey with a pattern of light grey squares of varying sizes, creating a digital or pixelated effect. The conductor is wearing a dark suit jacket and a white shirt with visible buttons.

Behavioural Leadership.
Humanised.

COHESIVE
LEADERSHIP

The Keywords



WHAT is COHESIVE LEADERSHIP?

Cohesive leadership refers to the type of leadership that is concerned with the mobilisation of vision into robust actions. Even if the organisation's vision is inspiring, even if the leaders are very passionate about it, this is not enough to make it happen! Organisations will need more to accomplish it. Hence, adopting a cohesive leadership style will allow this to happen through:

- Creating an inspiring vision, direction and sense of urgency.
- Contemplating and validating the present performance and strategies.
- Comprehensive, clear, precise action plans / replicate success and control / compensate deficit.
- Clear communication, empathy, support system that inspires others.

WHY is it important?

It isn't enough for leaders to define the vision of an organisation. Today's leaders need to actively participate in the efforts to make their vision a reality. "Vision into Cohesion" is a platform which will enable mobilising executives' visions, dreams and goals into robust, clear and focused actions which are owned by teams or individuals.

Many executives indulge in the maze of complexities of the new business environment realities. This as such sidetracks the organisation / people from proper execution. If cohesive leadership behaviours are demonstrated by the top leaders of the organisation, there will be a noticeable shift in their capacity to move, inspire and mobilise masses of people so that they act together in the pursuit of achieving organisational goals. This aligns with the very essence of leadership, which is that one should have a vision, and the capacity to translate that vision into reality!

Solution Description

HOW do we build a **COHESIVE** workforce?

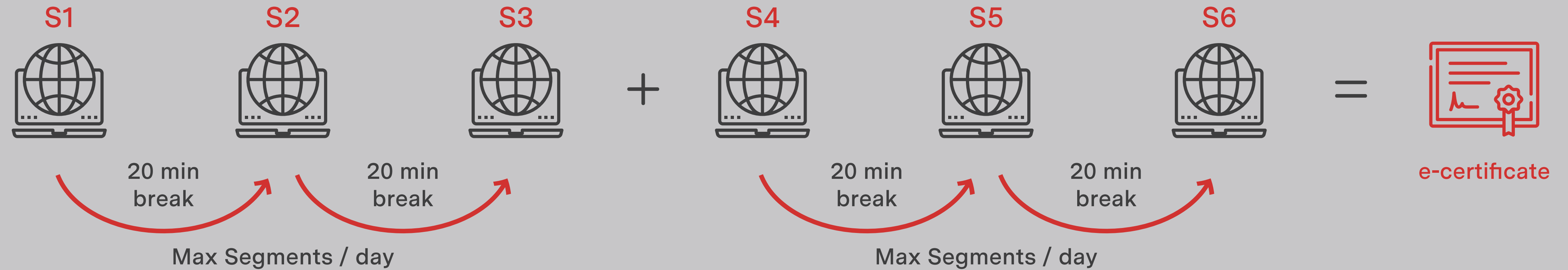
Developing a culture of cohesive leadership is a critical task for leaders and executives in the current business environment. It is a concept which is possible to be developed but will require effort and attention. Cohesive leadership requires a visionary and adventurous leader who does not accept to live by the traditional business mind-set and boundaries. It requires someone who anticipates, revolutionises, and is an up-streamer!

In all organisations' and any functional team, cohesion amongst team leaders and decision makers is vital. Cohesive leadership means that team leaders are acting together as a unit and making decisions as a leadership team instead of each branching off into their own work and operating individually. This will ensure that the team will be steered in one direction instead of multiple due to team leaders not being concise and consistent with their instructions. Cohesive leadership will require team leaders to have strong communication skills.

Cohesive teams conduct themselves very differently than an average team. Cohesive teams have higher levels of trust, engage in lively and unfiltered debate, have higher levels of commitment and accountability, and get better and faster results. Having a cohesive leadership team is the most crucial component of a healthy organisation and encouraging people to engage in productive conflict during meetings leads to that cohesiveness rather than jeopardising it.

How We Do It?

Duration and Schedule - a total of 6-12 Interactive Digital Segments of 90 min each



Learning Process



Macro Learning Intervention Options

1:1 &/Or Group Coaching

Self Driven Intense Reading

Social Learning
(Digital Passports and
Learning Partner Agreements)

Digital Practicum-
Assignments – ALP's



Micro Learning Intervention Options

LMS – Mobile App. Access to
Micro Content

Videos – Audio Learning Shots

Gamification and A.I.
Based Learning

Articles, Tips, Do's / Don'ts
Digital Cards



Recommended Assessment

The Online HBDI® Group Profile



Module 1: Organisation Dynamics, Changing Environment, and the Role of Individual Contributors in Achieving the Organisational Vision

What is cohesion? Why it is important especially in execution?

From vision into cohesion; The definition. The process of linking vision, objectives, performance, process and people together cohesively.

Energised professionals and aligned thinking - your role in making it all happen.

Module 2: Relating to and inspiring the Organisation “Vision”

Setting your “own vision” that supports your team’s /organisation’s vision.

Setting clear goals “cohesively” - aligning personal goals with organisational goals.

Agreeing on priorities with your manager demonstrating accountability to the group goals and your own goals - the accountability steps.

Module 3: Insightful Understanding

How to create and present an insightful understanding on the present situation.

Tools and processes to enhance the situation generating improved chances of cohesion.



For Delegates

This programme is designed for the front-line delegates, professional staff and supervisors. Throughout this programme, they will learn to live the behaviours of ‘Vision into Cohesion’ such as accountability, resourcefulness, insightful understanding and being results driven. They will experience, practice and build skills to help them develop these behaviours in themselves and their organisations as follows:

- Understand the meaning of cohesion and its importance in execution of the organisational vision.
- Set a personal vision that supports the team/organisation vision.
- Set clear goals “cohesively” and aligning them with organisational goals.
- Create and present an insightful understanding on the present situation.
- Be accountable to team results.

Enhancing team cohesion through appreciating diversity among team members.

Understanding thinking preferences and the whole brain personality types.

Applying the whole brain way of communication to share your thoughts, drives and values considering others.

Module 4: Being Accountable to Team Results

Planning your actions as a team.

Setting clear KPI’s and timelines.

Measuring success.

Synergy creation during execution - monitoring deviation in order to “replicate” success and compensate deficits.

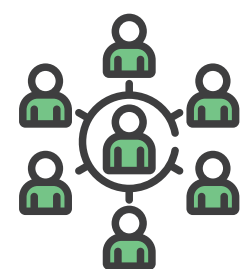
Module 5: Being Accountable to Cohesion

Exhibiting cohesion with other team members.

What it takes to create/instill cohesion within the team.

Barriers to cohesion and collaboration.

Positive contributors to enhance team spirit.



For Managers

This programme targets managers and senior managers of organisations and is designed to equip them with the skill-set that represents the underlying foundation to demonstrate cohesive leadership. It is designed to develop the managers by sustaining their behavioural change towards a 'Vision into Cohesion' approach with behaviours like:

- Understand and demonstrate cohesive leadership.
- Recognise the importance of cascading the organisational vision throughout the different organisational levels.
- Experience the importance of the aligning purposes and working toward a unified vision to achieve business goals.
- Learn how to mobilise change through people and keep people focused on the same goals' despite distracting factors.
- Create your own department/team vision and validate it.
- Track performance against strategic objectives.
- Build the skills of influencing by involving the various stakeholders to implement the sustainable change and achieve the anticipated results.

Module 1: Organisation Dynamics, Changing Environment, and the Need for Cohesive Leadership

Understanding the bigger picture and strategic purpose of your organisation. Challenges that managers face in a fast-paced business environment. Cohesive leadership, what is it? Your vital role as a manager in cascading the vision throughout the different organisational levels. How building cohesive teams is essential for the success of executing a vision. How managers contribute to the organisation's vision.

Module 2: Making Inspiring Visions Live

Aligning your department/team with the organisation vision. Creating your own department/team vision. Inspiring your "sphere of influence" with your own vision. Transcending goals across other departments/units. Assigning tasks to others while driving and availing support.

Module 3: The Analytical Mind-set – Validating your Own Vision

Understanding the building blocks of strategy formulation and execution. Validating process – The KJ methodology. Using other tools: QSWOT.

Build your strategy house including critical breakthrough growth strategic imperatives and business fundamentals. Assign strategic roles and responsibilities and assure cross functional alignment. Making decisions to "scenario choice" under pressure.

Module 4: Art of Cohesive Executing Planning, the most crucial step towards successful execution.

Tracking performance against strategic objectives using Hoshin methodology. Inject the (plan-do-check-act) mind-set to overcome ambiguity. Practice inclusive strategic deployment and execution. Define timelines and project milestones. Envision the end result of a strategic deployment initiative. Produce the annual plans of the consecutive years creating systems to monitor "success". Replicate success and compensate deficit.

Module 5: Instilling Cohesion & Inspiring Stakeholders

Landscape of stakeholders and influencers "internal & external". Positive influence across your sphere of influence. Handling resistance and managing commitments. Inspiring team members to move, mobilise change and achieve results.

Module 1: Organisation Dynamics, Changing Environment & Vision Alignment

Why leaders need to ensure vision alignment within the dynamics of the business environment?

Why a holistic outlook is of critical importance at this stage of the business life cycle?

What is vision alignment?

How vision alignment can make a difference?

Understanding the context of vision alignment in your organisation.

Module 2: Enhance Cohesion by Practicing Inclusive Behaviors

Appreciating cognitive preference and diversity in the workplace.

Leveraging on the diversity within the organisation.

Understanding the whole brain personality types.

Using thinking preferences as a leadership model to keep people engaged across the organisation.

Applying the whole brain communication approach.

Demonstrating authenticity while communicating vision and strategic objectives.

Module 3: Use Cohesion to Manage Change Successfully

Being a role model and inspiring others to cope with change.

Understanding the psychology of change.

Appreciating the impact of cognitive preference on the sustainability of change.

Developing strategies to help reduce stress and fear caused by the uncertainty of change.

Understanding the complexity of stakeholders mapping in a change situation.

Influencing your stakeholders positively and managing resistance to the change.

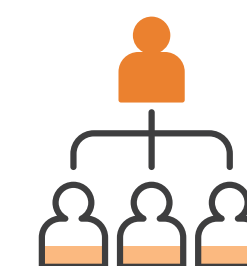
Module 4: Deploy and Mobilise to Meet Business Objectives

Mobilising the organisation towards a vision communicating strategic objectives using deployment sheets

Putting strategic actions and tactics in place to mobilise resources and capture market opportunities.

Valuing the people side during execution.

Anticipate execution gaps and plan ahead.



For Executives

This programme targets senior executives of the organisation and focuses to their role in developing a culture of organisational vision alignment and cultivating its essence to meet business objectives. Executives will be taken through a challenging learning experience which will help them exhibit the behaviours of true visionary leaders who are being bold, risk-takers, creative, and inspiring. They will learn how these behaviours will not only help them capture market opportunities faster than the competition, but it will also set the pace and style of the entire organisation to think and act fast as follows:

- Understand what is vision alignment and why leaders need to ensure it within the dynamics of the business environment.
- Demonstrate inclusive behaviours and using effective communication as a strong tool to direct efforts into the right direction.
- Be aware and appreciate the impact of change on themselves, peers and their team members.
- Learn how to deal with and address the emotional dimension of change.
- Deploy actions in an effective and comprehensive manner that will guarantee achieving the objectives and participate in moving the organisation closer to achieving its vision.

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Cohesive Leadership

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