

## Annex B. Leadership Development Program (LDP) Workshop Schedule

WORKSHOP 1 (2 DAYS)	WORKSHOP 2 (3 DAYS)	WORKSHOP 3 (2 DAYS)	RESULTS PRESENTATION (2 DAYS)
<p>Introduction to Leading and Managing Practices</p> <p>Reflection on the work climate</p> <p>Distinguishing challenges from problems</p> <p>Understanding spheres of control and influence</p> <p>The leadership practice of scanning</p> <p>Introduction to the Challenge Model</p> <p>Identifying key challenges</p> <p>The leadership practice of focusing – sharing the vision and goal</p>	<p>Identifying a team challenge and developing a team challenge model</p> <p>Developing an M&amp;E Plan</p> <p>Developing indicators</p> <p>Identifying obstacles and root causes using analytical skills</p> <p>Making decisions and initiating action</p> <p>Understanding roles in teamwork</p>	<p>Teams report on their progress</p> <p>Leading and managing practices of aligning and mobilising</p> <ul style="list-style-type: none"> <li>• Coaching through breakdowns</li> <li>• Providing useful feedback</li> <li>• Commitment vs Compliance</li> </ul> <p>The leadership practice of inspiring (persuading and influencing)</p>	<p>Preparing for the final presentation</p> <p>Final Presentation:</p> <p>Application of expertise learnt by presenting results to stakeholders</p> <ul style="list-style-type: none"> <li>• Using technology to communicate results</li> <li>• Documenting and reporting the results</li> </ul>
Coaching Visits	LDP facilitators meet with teams to encourage and monitor progress on the leadership challenges as well as help teams reflect on their commitments. These visits take place between Workshops 1 and 2 and between Workshops 2 and 3.		