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Course Name

Modern Practical Leadership

Sector Name

Management And Leadership

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Modern Practical Leadership

Course Introduction

This course focuses on developing essential leadership skills and fostering an understanding of the principles and practices that make an effective leader.

Participants will explore key leadership theories, situational leadership styles, performance management strategies, and ways to lead with authenticity, accountability, and ethics. The program also emphasizes managing change effectively, developing others, and applying practical leadership tools to real-world situations.

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Target Audience

- ✓ Team Leaders and Supervisors
- ✓ Mid-level Managers
- ✓ HR Professionals involved in leadership development
- ✓ New or Aspiring Leaders
- ✓ Project Managers
- ✓ Change Management Specialists
- ✓ Business Unit Managers
- ✓ Organizational Development Professionals

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Learning Objectives

- ✓ Identify the distinction between leadership and management and the need for both in organizations.
- ✓ Identify core values and behaviors essential for effective leadership, including ethical and authentic practices.
- ✓ Analyze and apply the four situational leadership styles to different scenarios.
- ✓ Develop skills in managing performance, including setting objectives, monitoring performance, and recognizing achievements.
- ✓ Learn strategies to lead teams through change, addressing emotions, fears, and the human side of transitions.
- ✓ Enhance their ability to organize, prioritize, and delegate tasks as leaders.
- ✓ Create personal action plans for applying leadership and performance management concepts in their workplace.

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Course Outline

✓ DAY 1

Introductions and group dynamics

- ✓ Course objectives
- ✓ What is leadership?
- ✓ Leadership and management, and the need for both
- ✓ Core values and behaviours of leaders
- ✓ Leadership authenticity and ethics
- ✓ Avoiding toxic leadership
- ✓ Accountability and leadership
- ✓ Obtaining feedback as a leader
- ✓ Leading in times of change and managing the stages of change
- ✓ Handling the human side of change and addressing emotions and fears
- ✓ Organising and prioritising as a leader

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Course Outline

✓ DAY 2

What are the four situational leadership styles, and what are their pros and cons?

- ✓ Factors affecting the choice of leadership style
- ✓ Using directing (style 1) for setting direction and using SMARTER
- ✓ Using direct (style 1) for making effective leadership decisions
- ✓ Using mentoring (style 2) for advising and developing others
- ✓ Using coaching (style 3) for supporting and developing others (problem-focused and solutions-focused coaching)
- ✓ Using delegating (style 4) for motivating and empowering others
- ✓ Conducting a leadership style analysis

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Course Outline

✓ DAY 3

What is performance management?

- ✓ The impact of poor performance
- ✓ The performance management cycle
- ✓ Levels of competence
- ✓ Behavioural indicators
- ✓ Competence frameworks
- ✓ Monitoring and recognising performance
- ✓ Developing others and the key principles of instructional design
- ✓ Analysing needs
- ✓ Setting developmental goals and objectives
- ✓ Training materials and tasks
- ✓ Measuring outcomes
- ✓ Presentations on application of the training at work
- ✓ Golden rules and personal action planning

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Aug. 30, 2027	Sept. 1, 2027	3 days	3250.00 $	UAE , Abu Dhabi
March 15, 2027	March 17, 2027	3 days	3950.00 $	Austria , Vienna
April 25, 2027	April 27, 2027	3 days	3250.00 $	KSA , Dammam
Nov. 2, 2026	Nov. 4, 2026	3 days	3250.00 $	UAE , Dubai

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