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Course Name

Leader Turn: A Safe transition journey for the 1st Time Managers

Sector Name

Management And Leadership

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Course Introduction

The Need for Leader Turn

Research nowadays indicates that about 2 million employees get promoted into management roles every year, and almost **60%** of those first-time managers fail. This huge percentage of failure happens because of the challenges they meet during the dramatic shift from being a good employee to become first-time manager.

Leader Turn

Being a successful employee puts you on a parallel track of being a successful manager. These two parallel tracks will never reunite at any point unless you start to make a “Leader Turn” to join a safe transition journey for the 1st line managers. “Leader Turn” is your gate for a safe transition phase from an individual contributor to a brilliant 1st time Manager; by providing training and skills needed to make a smooth transition.

Gaining these essential skills and the right tools will be acquired through an enjoyable learning journey, depending on the 3 main pillars:

✓ Unleash your leadership potential

✓ The Leader within you

✓ People management

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Target Audience

✓ Newly Promoted Managers.
✓ Team Leaders.
✓ Aspiring Managers.
✓ First-Time Supervisors.
✓ Mid-Level Managers.
✓ Project Managers.
✓ Small Business Owners.
✓ Department Heads.

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Learning Objectives

- ✓ Recognize what proper leadership is
- ✓ Differentiate between leadership and management
- ✓ Distinguish management's different levels and roles
- ✓ Discover their own leadership style and level
- ✓ Identify the proper leadership Mindset
- ✓ Explore briefly the basic skills any new or potential leader needs
- ✓ Recognize the ACCEL Model components
- ✓ Associate the team formation steps and the different roles within the team.
- ✓ Illustrate the situational Leadership Model
- ✓ Discuss some important pillars of leading and managing people
- ✓ Plan the next steps for being a better leader

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Course Outline

✓ 01 Day One

Introduction

- ✓ What’s leadership and what’s not
- ✓ Group Vs Team
- ✓ Leader Vs Manager
- ✓ Management levels & Roles
- ✓ Strategic holistic view

Unleash your Leadership Potential

- ✓ Know what your Leadership style is
- ✓ 5 levels of leadership – John C Maxwell

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Course Outline

✓ 02 Day Two

The Leader Within You: Leader's Mindset

- ✓ Result-driven thinking
- ✓ Adopting an agile mindset
- ✓ Growth mindset

Business Acumen

- ✓ Key Financial Awareness
- ✓ Key Performance Indicators (KPIs)
- ✓ Setting Realistic, Challenging targets
- ✓ Action planning & Corrective actions

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Course Outline

✓ 03 Day Three

Leader's essential skills

- ✓ The Leader: Assertive language
- ✓ Time management & organizing
- ✓ Conflict management
- ✓ Solving problems creatively

ATD's Way: ACCEL Model

- ✓ Why use the ACCEL Model, not any other model?
- ✓ Accountability
- ✓ Collaboration
- ✓ Communication
- ✓ Engagement
- ✓ Listening and Assessing

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Course Outline

✓ 04 Day Four

People Management

- ✓ Team Structure
- ✓ Tuckman model
- ✓ Belbin’s Team 9 roles
- ✓ Situational leadership model

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Course Outline

✓ 05 Day Five

Important Pillars:

- ✓ 6 Sources of Power - John French & Bertram Raven Model
- ✓ Delegating properly
- ✓ Coaching – TGROW Model
- ✓ Motivating employees

A Take-home Action Plan

- ✓ I will stop…
- ✓ I will continue …
- ✓ I will start…

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
July 19, 2027	July 23, 2027	5 days	4250.00 $	UAE , Dubai
May 24, 2027	May 28, 2027	5 days	4250.00 $	UAE , Dubai
Dec. 13, 2026	Dec. 17, 2026	5 days	4250.00 $	Qatar , Doha
March 15, 2027	March 19, 2027	5 days	4950.00 $	Spain , Madrid

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