



Consulting and Training | Reach New Heights

Course Name

Middle Managers Leadership

Sector Name

Management And Leadership

Document Type

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Middle Managers Leadership

Course Introduction

Middle managers play a pivotal role in organizational success. They translate strategy into execution, lead supervisors and teams, and balance upward expectations from senior leadership with downward operational realities. Their role requires a unique combination of leadership, management, and decision-making skills.

Developed by **Boost**, this course is designed to equip middle managers with the capabilities required to lead through complexity, manage multiple priorities, and align teams with organizational objectives. The program focuses on leading managers and teams, driving performance, and managing change—without overlapping with executive leadership or frontline supervision content.

Boost's Middle Managers Leadership course strengthens leadership effectiveness at the organizational “engine room” level.

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Middle Managers Leadership

Target Audience

- ✓ Middle managers and department heads
- ✓ Managers leading supervisors or multiple teams
- ✓ High-potential managers preparing for senior roles
- ✓ Operational and functional managers
- ✓ Professionals transitioning from supervisory to managerial roles

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Learning Objectives

- ✓ Understand the strategic role of middle managers in organizations
- ✓ Lead supervisors and teams toward aligned performance
- ✓ Translate strategy into operational objectives
- ✓ Balance people leadership with performance management
- ✓ Make sound decisions in complex environments
- ✓ Manage change and cross-functional challenges effectively

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Course Outline

✓ DAY 01

The Middle Manager Role and Leadership Impact

Module 1: Understanding the Middle Manager Position

- ✓ The dual role: leading up and leading down
- ✓ Middle managers as strategy enablers
- ✓ Common challenges in middle management

Module 2: Leadership Expectations and Accountability

- ✓ Managing performance through others
- ✓ Accountability for results and behaviors
- ✓ Building credibility with senior leadership

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Course Outline

✓ Day 02

Translating Strategy into Execution

Module 3: Aligning Teams with Organizational Strategy

- ✓ Understanding strategic priorities
- ✓ Cascading objectives to teams
- ✓ Avoiding misalignment and silo thinking

Module 4: Setting Direction and Priorities

- ✓ Managing multiple objectives
- ✓ Resource allocation at the department level
- ✓ Balancing short-term delivery and long-term goals

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Course Outline

✓ Day 03

Leading Managers and Teams

Module 5: Leading Supervisors and Team Leaders

- ✓ Shifting from direct supervision to indirect leadership
- ✓ Coaching supervisors for performance
- ✓ Ensuring consistency across teams

Module 6: Performance Management at the Managerial Level

- ✓ Monitoring performance through indicators
- ✓ Addressing underperformance strategically
- ✓ Supporting continuous improvement

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Course Outline

✓ Day 04

Decision-Making and Cross-Functional Leadership

Module 7: Managerial Decision-Making

- ✓ Making decisions with incomplete information
- ✓ Balancing risk, speed, and impact
- ✓ Managing trade-offs effectively

Module 8: Cross-Functional Collaboration

- ✓ Working across departments
- ✓ Managing influence without authority
- ✓ Resolving interdepartmental challenges

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Course Outline

✓ Day 05

Leading Change and Developing Leadership Capability

Module 9: Managing Change as a Middle Manager

- ✓ Middle managers as change translators
- ✓ Handling resistance and uncertainty
- ✓ Sustaining performance during change

Module 10: Developing as a Future Senior Leader

- ✓ Expanding leadership perspective
- ✓ Building strategic thinking capability
- ✓ Preparing for senior leadership responsibilities

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Feb. 1, 2027	Feb. 5, 2027	5 days	5950.00 \$	USA , Texas
May 3, 2027	May 7, 2027	5 days	2150.00 \$	Virtual , Online
Sept. 27, 2027	Oct. 1, 2027	5 days	4250.00 \$	UAE , Dubai
Nov. 15, 2026	Nov. 19, 2026	5 days	4250.00 \$	KSA , Dammam

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