

Course Overview:

This 5-day corporate training course is tailored for professionals in leadership positions who seek to sharpen both their leadership and management capabilities. It focuses on bridging the gap between leading people and managing processes, ensuring participants can drive performance, align teams with strategic goals, and foster a culture of accountability. By emphasizing real-world application and decision-making, this course empowers mid-level managers to become confident, strategic leaders who effectively influence organizational outcomes.

Course Objective:

By the end of this program, participants will be able to:

1. Distinguish between leadership and management functions in a corporate context.
2. Apply emotional intelligence to lead and motivate teams.
3. Implement performance management tools and frameworks.
4. Strengthen communication and decision-making effectiveness.
5. Navigate change and manage resistance in dynamic environments.
6. Align team efforts with organizational strategy and values.

Course Outline:

Day 1: Foundations of Leadership and Management

1. Leadership vs. Management Defining roles and responsibilities Integrating leadership with operational management Common myths and misconceptions
2. Core Competencies for Managers Key traits of effective managers Competency frameworks in corporate settings Personal leadership assessments
3. Strategic Thinking in a Leadership Role Visioning and goal-setting Aligning team efforts with business strategy Decision-making under uncertainty

Day 2: Emotional Intelligence and Team Dynamics

1. Understanding Emotional Intelligence (EI) Self-awareness and self-regulation Empathy in leadership Building EI into daily management
2. Motivating and Engaging Teams Recognition, rewards, and intrinsic motivation Understanding team drivers Coaching and mentoring techniques
3. Managing Team Dynamics and Conflict Identifying sources of conflict Mediation and resolution skills Fostering a culture of collaboration

Day 3: Communication and Influence

1. Effective Leadership Communication Active listening and clarity in messaging Tailoring communication to stakeholders Feedback and feedforward models
2. Influence, Persuasion, and Authority Power dynamics in leadership Influencing without formal authority Ethical persuasion strategies
3. Stakeholder Engagement and Alignment Mapping stakeholders and interests Building trust and credibility Managing difficult conversations

Day 4: Performance and Change Management

1. Driving Performance and Accountability Setting SMART goals and KPIs Conducting effective performance reviews Addressing underperformance
2. Leading Through Change Understanding change models (e.g., Kotter's 8-

Training Language:

English

Training Methodology:

The course combines various teaching methods, including instructor-led presentations, group discussions, case study analyses, and assessments through quizzes and a final exam to engage participants and ensure they understand and retain the material.

Venue | Date | Fees

Dubai | 07-09-2025 | 25,875 SAR

Step)Managing resistance and building buy-inCommunicating during transition periods

3. Decision-Making and Problem Solving Analytical and intuitive approachesGroup decision-making toolsRisk management in leadership

Day 5: Integration and Personal Development

1. Integrating Leadership Skills Synthesizing key conceptsRole plays and scenario analysisCross-functional collaboration

2. Leadership Action Planning Identifying personal development needsSetting leadership growth goalsBuilding a 90-day action plan

3. Course Review and Assessment Key takeaways from each moduleFinal quiz and group reflectionFeedback and next steps

Who Should Attend:

- Mid-level managers
- Team leaders
- Department heads
- Project managers with leadership responsibility