

Course No. 1364

Advanced Leadership Training Course

**LEADERSHIP & EXECUTIVE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

LOCATION

Milan, Italy

DELIVERY

Classroom

DATES

9 – 13 Nov 2026



Scheduled Event Details

CITY	Milan, Italy
DATE	9 – 13 Nov 2026
DELIVERY TYPE	Classroom
COURSE FEE	€6,000

Course Overview

The Advanced Leadership Training Course is a premium professional development program designed to strengthen the leadership capabilities of managers, department heads, team leaders, and professionals responsible for achieving results through people. The course focuses on the transition from conventional management practices to high-impact leadership by developing strategic thinking, decision-making, communication, emotional intelligence, performance management, and the ability to lead teams through complexity and change.

Modern organizations require leaders who can connect organizational strategy with daily execution, establish clear priorities, build accountability, manage diverse teams, and make sound decisions under pressure. Effective leadership is not limited to formal authority; it depends on the ability to influence, motivate, communicate, develop people, resolve challenges, and create an environment where individuals and teams can consistently deliver meaningful results.

The program provides a comprehensive framework for advanced leadership development, covering leadership styles, situational leadership, strategic leadership thinking, decision-making, delegation, communication, stakeholder influence, team development, performance management, conflict management, change leadership, and leadership resilience. Participants will explore how to adapt their leadership approach to different people, situations, organizational priorities, and levels of complexity.

The course is designed around practical workplace application rather than theoretical learning alone. Participants will engage in case studies, leadership simulations, interactive discussions, self-assessment activities, problem-solving exercises, and practical workshops. These methods enable participants to examine their own leadership behaviors, strengthen existing capabilities, identify development priorities, and apply effective leadership practices to real organizational situations.

The Advanced Leadership Training Course supports organizations seeking to strengthen management effectiveness, develop future leaders, improve team performance, enhance employee engagement, and build a stronger leadership pipeline. It is particularly valuable for organizations operating in complex and rapidly changing environments where leaders must combine strategic awareness, operational discipline, people leadership, and the ability to turn organizational priorities into measurable results.

Objectives

- Analyze contemporary leadership principles and evaluate the suitability of different leadership approaches across organizational and workplace situations during the training program.
- Develop a practical leadership style that balances business results, employee performance, organizational priorities, and professional relationships.
- Evaluate personal leadership strengths, behavioral patterns, and development priorities using structured leadership assessment techniques.
- Apply situational leadership methods to adapt leadership behavior according to employee capability, motivation, task complexity, and organizational context.
- Improve decision-making effectiveness by evaluating alternatives, risks, consequences, and alignment with strategic and operational objectives.
- Design effective delegation and accountability practices that clarify responsibilities, expected outcomes, authority levels, and follow-up requirements.
- Strengthen leadership communication, influence, persuasion, and stakeholder engagement skills across different professional situations.
- Apply practical methods for building and leading high-performing teams through collaboration, trust, accountability, and shared objectives.
- Improve the management of workplace conflict by using structured approaches to address differences while preserving professional relationships and team effectiveness.
- Implement practical change leadership approaches to communicate change, manage resistance, engage employees, and support organizational transition.
- Enhance performance management practices through clear expectations, constructive feedback, performance monitoring, and employee development.
- Develop a personal leadership development plan with measurable actions and follow-up priorities to support continued leadership growth after the course.

Who Should Attend

This course is designed for managers, department heads, senior supervisors, team leaders, emerging leaders, and experienced professionals who are responsible for leading people, projects, functions, or multidisciplinary teams. It is particularly suitable for operations managers, project managers, human resources managers, finance managers, engineering managers, technical managers, administrative managers, business unit leaders, and professionals preparing to move into broader leadership responsibilities.

The program is also highly relevant to executives, senior managers, government leaders, ministry officials, banking and financial services managers, oil and gas and energy leaders, and managers within large corporations and public sector organizations. It provides practical value for leaders who must manage organizational priorities, stakeholder expectations, employee performance, cross-functional collaboration, and complex operational or strategic decisions.

The course is equally suitable for high-potential professionals and technical specialists who influence others or lead projects and initiatives without necessarily holding a formal managerial title. It provides them with the leadership, communication, delegation, problem-solving, and influencing capabilities required to lead effectively through expertise, credibility, and professional impact.

Learning Outcomes

- By the end of the course, participants will be able to:
- Assess their personal leadership style and identify the leadership capabilities that require further development.
- Select and apply appropriate leadership approaches according to different employees, situations, responsibilities, and organizational requirements.
- Translate organizational direction into clear leadership priorities, objectives, and practical team actions.
- Make stronger leadership decisions by evaluating information, alternatives, risks, stakeholder implications, and expected outcomes.
- Delegate responsibilities effectively while maintaining clear accountability, authority, expectations, and performance follow-up.
- Use advanced communication and influencing techniques to build trust, gain commitment, and manage stakeholder relationships.

- Build high-performing teams by establishing clear roles, shared objectives, collaboration practices, and accountability mechanisms.
- Provide constructive feedback and conduct effective performance conversations, including difficult or sensitive discussions.
- Manage workplace conflict using structured approaches that improve cooperation and protect professional relationships.
- Lead organizational change by communicating purpose, engaging employees, managing resistance, and maintaining performance during transition.
- Apply practical performance management techniques to align individual contribution with team and organizational objectives.
- Prepare and implement a personal 90-day leadership development plan with measurable actions, priorities, and progress indicators.

Course Outline

DAY 01

Advanced Leadership Principles and Leadership Self-Awareness

- Leadership in modern organizations and the difference between leadership and management
- Characteristics and behaviors of high-impact leaders
- Leadership styles and their practical application
- Situational leadership and adaptive leadership behavior
- Leadership self-awareness and its effect on professional effectiveness
- Emotional intelligence and leadership effectiveness
- Building credibility, trust, and professional influence
- Moving from task-focused management to people-centered leadership
- Leadership challenges in complex, uncertain, and changing environments

PRACTICAL APPLICATION

Leadership self-assessment and development of an individual leadership profile

DAY 02

Strategic Leadership Thinking, Decision-Making, and Influence

- Strategic thinking and its role in effective leadership
- Translating organizational strategy into priorities and team objectives
- Analytical and critical thinking for leadership decisions
- Structured decision-making and problem-solving approaches
- Evaluating alternatives, risks, consequences, and organizational impact
- Decision-making under pressure, uncertainty, and competing priorities
- Influencing without relying solely on formal authority
- Persuasion, negotiation, and stakeholder management
- Effective delegation and accountability

PRACTICAL APPLICATION

Leadership simulation involving a complex decision and multiple stakeholder interests

DAY 03

High-Performance Teams and Performance Leadership

- Characteristics and foundations of high-performing teams
- Team development and stages of team effectiveness
- Establishing roles, responsibilities, expectations, and standards
- Building trust, collaboration, psychological safety, and accountability
- Employee motivation and engagement from a leadership perspective
- Performance management and alignment with organizational objectives
- Establishing meaningful performance expectations and indicators
- Constructive feedback and performance conversations
- Addressing underperformance and managing difficult performance situations

CASE STUDY

Rebuilding the performance of a team experiencing low collaboration and inconsistent results

DAY 04

Leadership Communication, Conflict Management, and Leading Change

- Leadership communication in routine, sensitive, and high-pressure situations
- Active listening and effective leadership questioning
- Managing meetings, discussions, and executive conversations
- Handling disagreements and workplace conflict
- Conflict resolution and rebuilding professional cooperation
- Managing emotions, pressure, and challenging interpersonal situations
- Principles of effective change leadership
- Understanding the causes of resistance to change
- Communicating change and building employee commitment

PRACTICAL APPLICATION

Leading an organizational change scenario while managing internal resistance and maintaining team performance

DAY 05

High-Impact Leadership, Leadership Development, and Sustainable Performance

- Building leadership identity, credibility, and organizational influence
- Leading during crises and high-priority situations
- Managing leadership priorities, time, attention, and energy
- Developing future leaders and strengthening the leadership pipeline
- Coaching, mentoring, and developing high-potential employees
- Encouraging innovation, initiative, and ownership within teams
- Building a culture of accountability, learning, and continuous improvement
- Measuring leadership effectiveness and its impact on team performance
- Creating a personal leadership development roadmap
- Best practices for sustaining leadership effectiveness over time

DAY 05 — CONTINUED

FINAL WORKSHOP

Developing a 90-day Advanced Leadership Development Plan covering leadership priorities, behavioral development areas, practical actions, stakeholder commitments, performance indicators, and follow-up mechanisms

Register or Request More Information

Course page: <https://quest-training.com/courses/advanced-leadership-training-course>

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