

Course No. 2013

Leadership Development & Management Excellence Training Course

**LEADERSHIP & MANAGEMENT DEVELOPMENT
HUMAN RESOURCES & TALENT MANAGEMENT**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Leadership Development & Management Excellence Training Course provides a comprehensive framework for developing effective leaders and high-performing managers capable of translating organizational objectives into measurable results. The programme combines modern leadership principles with practical management capabilities to strengthen decision-making, accountability, communication, team performance, and organizational effectiveness.

Participants will explore different leadership approaches and learn how to adapt their leadership style to organizational priorities, team dynamics, and changing business conditions. The course emphasizes self-awareness, emotional intelligence, strategic thinking, influence, delegation, coaching, motivation, and the ability to lead teams through complexity and change.

The programme also focuses on management excellence, including performance management, goal setting, prioritization, resource allocation, problem-solving, decision-making, effective meetings, communication, and continuous improvement. Participants will develop practical tools for converting strategy into action while maintaining alignment between individual, team, and organizational performance.

Through leadership assessments, case studies, management simulations, practical exercises, and an integrated final workshop, participants will strengthen their ability to lead with clarity, manage performance effectively, develop talent, navigate challenging situations, and create a culture of accountability, collaboration, and sustainable organizational performance.

Objectives

- By the end of this training course, participants will be able to:
- Apply contemporary leadership principles within complex organizational environments.
- Assess personal leadership strengths, development needs, and behavioral preferences.
- Adapt leadership approaches to different teams, situations, and organizational requirements.
- Strengthen strategic thinking and management decision-making capabilities.
- Develop clear goals and translate organizational priorities into actionable plans.
- Improve delegation, empowerment, and accountability across teams.

- Apply effective coaching, mentoring, and feedback techniques.
- Strengthen employee motivation, engagement, and performance.
- Manage workplace conflicts and challenging interpersonal situations constructively.
- Improve communication, influence, persuasion, and relationship-management skills.
- Apply structured approaches to problem-solving and managerial decision-making.
- Improve time, priority, and resource management.
- Establish effective performance management practices and performance indicators.
- Lead teams effectively through organizational change and uncertainty.
- Promote continuous improvement and a results-oriented management culture.
- Develop an integrated personal and organizational leadership improvement plan.

Who Should Attend

This course is designed for managers, department heads, supervisors, team leaders, emerging leaders, senior specialists, project managers, programme managers, and professionals preparing for leadership responsibilities.

It is also highly relevant to executives, business unit managers, HR and talent management professionals, operations managers, functional leaders, technical managers, and professionals responsible for team performance, organizational development, and strategic execution.

The programme is suitable for leaders and managers working across government entities, ministries, banks and financial institutions, oil and gas, energy, engineering, construction, manufacturing, healthcare, technology, telecommunications, utilities, and major corporate organizations.

Learning Outcomes

- Upon completion of the course, participants will be able to:
- Demonstrate stronger leadership presence, self-awareness, and managerial effectiveness.
- Select and apply appropriate leadership styles according to organizational and team needs.
- Build trust, credibility, and productive relationships across organizational levels.

- Translate strategic objectives into clear team goals and measurable outcomes.
- Delegate responsibilities effectively while maintaining appropriate accountability.
- Motivate employees and create conditions that support high performance.
- Conduct effective coaching and performance conversations.
- Provide constructive feedback and manage performance challenges.
- Resolve workplace conflicts using appropriate communication and negotiation techniques.
- Communicate clearly with employees, peers, senior management, and stakeholders.
- Make structured decisions using relevant information, analysis, and sound judgment.
- Prioritize tasks, allocate resources, and manage competing organizational demands.
- Establish meaningful performance measures and follow up on results.
- Lead teams through change, uncertainty, and organizational transformation.
- Encourage continuous improvement, innovation, and organizational learning.
- Develop a practical leadership and management excellence action plan.

Course Outline

DAY 01

Leadership Foundations and Personal Leadership Effectiveness

- Contemporary leadership concepts and organizational leadership
- Leadership versus management
- Leadership responsibilities and expectations
- Leadership styles and situational leadership
- Self-awareness and leadership effectiveness
- Emotional intelligence and interpersonal effectiveness
- Building credibility, trust, and influence
- Leadership presence and professional impact

PRACTICAL EXERCISE

Leadership style assessment and development priorities

DAY 02**Strategic Management, Decision-Making and Problem-Solving**

- Strategic thinking for managers
- Translating organizational strategy into operational priorities
- Goal setting and results-oriented management
- Managerial decision-making frameworks
- Analytical thinking and evidence-based decisions
- Problem identification and root cause analysis
- Managing uncertainty and competing priorities
- Resource allocation and managerial judgment

PRACTICAL EXERCISE

Solving complex management scenarios

DAY 03**High-Performance Teams, Motivation and Talent Development**

- Building and leading high-performing teams
- Team dynamics and performance drivers
- Delegation and empowerment
- Motivation and employee engagement
- Setting expectations and performance standards
- Coaching and mentoring techniques
- Effective feedback and performance conversations
- Managing underperformance
- Developing talent and succession readiness

PRACTICAL EXERCISE

Building a high-performance team management plan

DAY 04

Communication, Influence and Managing Challenging Situations

- Principles of effective managerial communication
- Active listening and influential communication
- Stakeholder and relationship management
- Persuasion and influencing skills
- Managing difficult conversations
- Workplace conflict management
- Negotiation and consensus building
- Managing resistance to change
- Leading during pressure and uncertainty

PRACTICAL EXERCISE

Difficult conversation and conflict-resolution simulation

DAY 05

Management Excellence, Change Leadership and Continuous Improvement

- Performance management and organizational accountability
- Key performance indicators and management dashboards
- Time, priorities, and productivity management
- Leading organizational change and transformation
- Building a culture of continuous improvement
- Innovation and organizational learning
- Leadership governance and management effectiveness
- Personal leadership development and action planning
- Sustaining high performance across teams and functions
- Final Integrated Workshop: Developing a Leadership Development & Management Excellence Action Plan



Register or Request More Information

Course page: <https://quest-training.com/courses/leadership-development-management-excellence-training-course>

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