

## SUPERVISION, TEAM MANAGEMENT & GROW YOUR LEADERSHIP DNA

*“Developing Supervisory Excellence and Leadership Potential for High-Performance Teams”*

### Schedule

Date	Venue	Fees (Face-to-Face)
05 - 06 Mar 2026	Dubai, UAE	USD 1995 per delegate

### Introduction

The shift from team member to team leader is one of the most critical transitions in a professional's career. Effective supervision and team management require a unique blend of communication, delegation, emotional intelligence, and performance leadership. To grow into strong leaders, supervisors must master these core competencies and cultivate a leadership mindset—what we call your "Leadership DNA."

This practical two-day course is designed to help new and experienced supervisors become confident leaders who can manage teams effectively, communicate clearly, and build trust. Through self-assessments, real-world scenarios, and interactive coaching, participants will explore the principles of supervision, motivation, delegation, conflict resolution, and leadership development.

### Objectives

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

- Define the role and responsibilities of a supervisor in today's workplace.
- Apply key leadership traits and behaviors to manage diverse teams.
- Use communication and feedback tools to improve team performance.
- Delegate effectively, set expectations, and follow up on results.
- Motivate individuals based on personality and performance levels.
- Handle difficult conversations, performance issues, and conflict.
- Begin building a personalized leadership development path.

## Why Attend

- Gain confidence in your role as a team leader or supervisor.
- Learn the tools to shift from “doing the work” to “leading the work.”
- Strengthen your ability to build trust, manage performance, and develop people.
- Start shaping your leadership identity for long-term career growth.

## Target Audience

### This program is designed for:

- First-time and frontline supervisors
- Team leaders and project coordinators
- High-potential employees preparing for leadership roles
- Managers seeking a refresher in supervisory fundamentals

## Individual Benefits

### Key competencies that will be developed include:

- Supervision and delegation
- Team motivation and engagement
- Conflict management and coaching
- Communication and performance feedback
- Self-awareness and leadership development

## Organizational Benefits

### Upon completing the training course, participants will demonstrate:

- Greater confidence and consistency in supervisory roles
- Improved team productivity and morale
- More effective communication and accountability
- Higher retention through leadership development
- A stronger leadership pipeline within the organization

## Instructional Methodology

- Leadership briefings and theory
- Interactive role plays and communication drills
- Team-building exercises and feedback sessions
- Templates and supervision checklists
- Self-assessments and personal action planning

## Course Outline

### Detailed 2-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

#### Day 1 - Core Supervision and Communication Skills

• **Module 1: Understanding the Role of a Supervisor (07:30 - 09:30)**

- From peer to leader: the mindset shift
- Responsibilities of a supervisor: task, team, individual
- Key leadership behaviors for early-career managers

• **Module 2: Communicating with Clarity and Confidence (09:45 - 11:15)**

- Active listening, assertiveness, and tone control
- Tailoring messages to different team personalities
- Non-verbal signals and credibility cues

• **Module 3: Delegating with Purpose and Accountability (11:30 - 01:00)**

- What to delegate, how, and to whom
- Delegation framework: clarify, assign, follow-up
- Avoiding micromanagement

• **Module 4: Workshop - Delegation & Feedback Role Play (02:00 - 03:30)**

- Pairs practice giving instruction and coaching
- Group review and peer feedback

#### Day 2 - Motivation, Conflict, and Growing Your Leadership DNA

• **Module 5: Motivating and Coaching for Performance (07:30 - 09:30)**

- Intrinsic vs. extrinsic motivation
- Coaching conversations and one-on-one check-ins
- Using praise and constructive feedback wisely

• **Module 6: Managing Conflict and Difficult Conversations (09:45 - 11:15)**

- Sources of workplace conflict
- SBI model and DESC method for feedback
- Building trust through respectful challenge

• **Module 7: Building Your Leadership DNA (11:30 - 01:00)**

- Identifying your leadership values and voice
- Leadership development roadmap
- Self-assessment and 360° feedback readiness

• **Module 8: Final Simulation - Team Scenario & Leadership Plan (02:00 - 03:30)**

- Teams solve a supervision challenge
- Participants outline their personal leadership goals
- Group reflection and certification wrap-up

## Certification

Participants will receive a **Certificate of Completion in Supervision, Team Management & Grow Your Leadership DNA**, recognizing their capability to lead teams, manage performance, and begin their leadership journey with confidence.

### Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
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- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

#### In-House / Customized Training

Interested in running this course for your team?

Please contact us:

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