

EFFECTIVE LEADERSHIP TRAINING

"Empowering Leaders with the Vision, Skills, and Strategies to Inspire, Influence, and Drive Performance"

Schedule

Date	Venue	Fees (Face-to-Face)
04 - 08 May 2026	Barcelona, Spain	USD 3495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

Leadership is no longer about authority—it's about influence, trust, and adaptability. In the modern workplace, effective leaders must be agile, emotionally intelligent, and capable of inspiring teams to excel in fast-changing environments. Whether leading a project, a department, or an entire organization, leaders shape culture, performance, and growth.

This powerful and interactive course equips emerging and established leaders with the tools, techniques, and mindset required to lead effectively. Covering core leadership principles, communication strategies, decision-making under pressure, and building high-performing teams, participants will return to work with a stronger leadership identity and actionable development plan.

Objectives

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

- Understand their personal leadership style and how it affects others
- Communicate vision and strategy with clarity and impact
- Build and lead high-performing, engaged teams
- Manage conflict, change, and pressure with emotional intelligence
- Make confident, ethical, and effective decisions under uncertainty

Why Attend

- Transform your leadership approach to match today's dynamic workplace
- Build influence, credibility, and trust across all levels of the organization
- Strengthen your team's engagement, collaboration, and accountability
- Gain practical tools to lead through crisis, change, and resistance
- Develop an action plan to continue your leadership growth

Target Audience

This program is designed for:

- New and aspiring managers preparing for leadership roles
- Team leaders, supervisors, and middle managers
- Senior professionals transitioning into broader leadership positions
- Project leaders, cross-functional team heads, and department leads
- Anyone aiming to enhance their leadership effectiveness

Individual Benefits

Key competencies that will be developed include:

- Leadership self-awareness and style adaptability
- Strategic communication and active listening
- Team motivation, delegation, and empowerment
- Conflict resolution and performance coaching
- Change leadership and decision-making

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved leadership pipeline and bench strength
- More engaged and aligned teams with stronger performance
- Better communication across functional and hierarchical boundaries
- Increased organizational agility through adaptive leadership
- Reduced conflict, turnover, and productivity loss

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - Leadership theories, models, and styles
- Case Studies - Examples of leadership success and failure
- Workshops - Situational leadership, delegation, and coaching simulations
- Peer Exchange - Role plays, group feedback, and reflection
- Tools - Leadership self-assessment, team alignment plans, and feedback models

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: Foundations of Leadership

- Module 1: Understanding Leadership Styles (07:30 - 09:30) • Autocratic, democratic, transformational, situational
- Module 2: Building Self-Awareness and Emotional Intelligence (09:45 - 11:15) • Self-assessment tools, empathy, regulation strategies
- Module 3: Communicating Vision and Purpose (11:30 - 01:00) • Storytelling, clarity, authenticity
- Module 4: Workshop - Personal Leadership SWOT (02:00 - 03:30) • Map current strengths and growth areas

Day 2: Leading and Developing Teams

- Module 1: Building Trust and Team Culture (07:30 - 09:30) • Psychological safety, inclusion, and team norms
- Module 2: Motivation and Performance Management (09:45 - 11:15) • Recognition, goal setting, and accountability
- Module 3: Delegation and Empowerment (11:30 - 01:00) • Skill-will matrix, authority transfer
- Module 4: Workshop - Team Dynamics Simulation (02:00 - 03:30) • Group activity on motivation and alignment

Day 3: Managing Conflict and Feedback

- Module 1: Navigating Difficult Conversations (07:30 - 09:30) • Constructive feedback and active listening
- Module 2: Conflict Resolution Models (09:45 - 11:15) • Thomas-Kilmann, mediation techniques
- Module 3: Coaching and Performance Improvement (11:30 - 01:00) • GROW model, behavior change support
- Module 4: Role Play - Feedback Delivery (02:00 - 03:30) • Practice challenging feedback scenarios

Day 4: Leading Through Change and Uncertainty

- Module 1: Change Leadership Strategies (07:30 - 09:30) • Kotter's model, change curve, resistance
- Module 2: Decision-Making Under Pressure (09:45 - 11:15) • Structured decision tools, group consensus
- Module 3: Ethical and Resilient Leadership (11:30 - 01:00) • Integrity, resilience, and well-being
- Module 4: Workshop - Leading a Crisis Scenario (02:00 - 03:30) • Simulate a high-stakes leadership decision

Day 5: Integration and Action Planning

- Module 1: Strategic Thinking and Visioning (07:30 - 09:30) • Scenario planning, future-focus
- Module 2: Leadership Communication Across Stakeholders (09:45 - 11:15) • Adapting message for teams, peers, and executives
- Module 3: Personal Development Plan (11:30 - 01:00) • 90-day leadership growth roadmap
- Module 4: Wrap-Up and Certification (02:00 - 03:30) • Course summary, feedback, and certificate distribution

Certification

Participants will receive a Certificate of Completion in Effective Leadership Training, confirming their ability to lead with confidence, influence outcomes, and inspire teams across any organizational environment.

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Please contact us:

TEL:

+601116373203

EMAIL:

info@mawaevents.net

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