

LEADERSHIP & KPIS

“Driving Organizational Performance Through Leadership and Measurable Results”

Schedule

| Date | Venue | Fees (Face-to-Face) |
|------------------|------------|-----------------------|
| 06 – 07 May 2026 | Dubai, UAE | USD 1995 per delegate |

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

Introduction

Effective leadership is not only about vision—it’s about delivering measurable outcomes. Key Performance Indicators (KPIs) provide the framework for translating strategy into action and holding teams accountable for results. This dynamic course integrates leadership principles with performance management tools to help leaders lead with clarity, focus, and data.

Over two intensive days, participants will explore leadership styles, strategic goal-setting, KPI development, and performance analysis. By linking leadership behaviors with quantifiable metrics, attendees will strengthen their ability to lead teams that are aligned, motivated, and results-oriented.

Objectives

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

- Identify and apply leadership styles appropriate for different team dynamics
- Align vision and strategy with performance indicators at all levels
- Design and implement meaningful KPIs for individuals and departments
- Use performance data to make informed leadership decisions
- Drive accountability and continuous improvement across the organization

Why Attend

- Enhance your leadership impact by making performance visible and trackable
- Learn to design KPIs that align with strategic goals and employee roles
- Understand how to motivate teams using data-informed feedback
- Master the link between personal leadership style and organizational metrics
- Develop action plans to improve team focus, accountability, and success

Target Audience

This program is designed for:

- Team leaders, supervisors, and department heads
- Middle to senior managers seeking performance-driven leadership skills
- Project and operations managers responsible for outcomes
- HR professionals and performance analysts
- Executives looking to align strategy, people, and performance

Individual Benefits

Key competencies that will be developed include:

- Strategic goal alignment and target-setting
- Effective communication of performance expectations
- Development and application of KPIs and scorecards
- Improved coaching and feedback techniques using data
- Stronger leadership presence through accountability

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved clarity in organizational objectives and employee contributions
- Better performance tracking and reporting mechanisms
- Increased motivation and engagement through aligned KPIs
- Enhanced decision-making based on performance insights
- Stronger culture of accountability and continuous improvement

Instructional Methodology

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

- Strategy Briefings - Leadership models, KPI frameworks, and goal alignment
- Case Studies - Real-world examples of performance-led leadership
- Workshops - Design of KPIs, leadership action plans, feedback tools
- Peer Exchange - Role-play and leadership coaching scenarios
- Tools - Balanced scorecards, SMART goal templates, performance dashboards

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: Leadership in a Performance-Driven Environment

- Module 1: Leadership Models and Behavioral Styles (07:30 - 09:30) • Transformational vs transactional leadership • Adapting leadership to team dynamics
- Module 2: Strategic Alignment and Goal Cascading (09:45 - 11:15) • Translating vision into departmental targets • SMART goals and OKRs
- Module 3: Designing Effective KPIs (11:30 - 01:00) • Types of KPIs: leading vs lagging indicators • Creating actionable and relevant performance measures
- Module 4: Workshop - Leadership Style Self-Assessment (02:00 - 03:30) • Evaluate and adapt personal leadership impact

Day 2: Driving Performance Through KPIs

- Module 5: Communicating KPIs and Expectations (07:30 - 09:30) • Setting performance benchmarks and team accountability
- Module 6: Monitoring, Reporting & Feedback Loops (09:45 - 11:15) • Dashboards, reporting cycles, and leadership review routines
- Module 7: Managing Underperformance and Recognition (11:30 - 01:00) • Corrective coaching, feedback frameworks, and recognition plans
- Module 8: Final Workshop - KPI Design & Performance Action Plan (02:00 - 03:30) • Build a team KPI framework and leadership implementation plan

Certification

Participants will receive a Certificate of Completion in Leadership & KPIs, confirming their ability to align strategic goals with measurable performance and lead teams through data-driven decision-making and accountability frameworks.

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- **Global Expertise:** More than 17 years of experience in professional training and consulting.
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Interested in running this course for your team?

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