The Complete Leadership Development Training Course (10-Day Program)

03 - 14 Mar 2026
Barcelona

AGILE LEADERS
Training Center

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Ref.: 103600359_36162 **Date:** 03 - 14 Mar 2026 **Location:** Barcelona **Fees:** 10000 **Euro**

Course Overview

Agile Leaders Training Center proudly offers this comprehensive 10-day leadership development course designed to transform managers and professionals into confident, emotionally intelligent, and results-driven leaders. This program develops the full spectrum of leadership capabilities by focusing on leading self, superiors, peers, and teams — supported by deep training in emotional intelligence, persuasion, coaching, negotiation, decision-making, and conflict resolution.

Through a dynamic combination of interactive lectures, simulation-based practice, and self-reflection tools, participants will gain practical strategies to navigate modern leadership challenges. Each session is grounded in real-world relevance, aligned with organizational performance goals, and guided by a leadership development methodology tested across industries.

The course is ideal for organizations that seek to cultivate a strong leadership pipeline capable of strategic thinking, people management, and ethical influence across multiple levels of the organization.

Target Audience

- Senior Executives and Directors
- Project Managers and Department Heads
- HR and Organizational Development Professionals
- Team Leaders and Mid-Level Managers
- Supervisors and High-Potential Future Leaders

Targeted Organizational Departments

- Corporate Leadership Teams
- Human Capital and Learning & Development Units
- Strategic Planning and Governance Offices
- Project Management and Operations Units

Targeted Industries

- Private Sector Enterprises and Multinational Corporations
- Government Ministries and Public Sector Organizations
- Non-Governmental and Civil Society Institutions
- Healthcare, Education, Energy, Infrastructure, and Real Estate

Course Offerings

By the end of the program, participants will be able to:

- Demonstrate self-leadership through self-awareness and goal alignment
- Apply emotional intelligence in interpersonal communication and team dynamics
- Lead superiors, peers, and teams through influence, trust, and empathy
- Utilize professional coaching models to support staff growth and accountability
- Navigate negotiations, resolve conflict, and build high-performing relationships
- Make structured, evidence-based decisions using strategic thinking tools
- Build a personal leadership action plan for post-program implementation

Training Methodology

The course combines multiple instructional strategies, including:

- Instructor-led presentations and facilitation
- Group discussions and feedback loops
- Realistic leadership simulations and roleplays
- Case study analysis
- Peer coaching exercises and reflection circles

Course Toolbox

Each participant will receive:

- Leadership Development Toolkit
- Self-Assessment Instruments
- Coaching and Feedback Frameworks
- Influence and Negotiation Templates
- Decision-Making and Problem-Solving Models
- Conflict Management Scenarios
- Action Plan and Evaluation Templates

Course Agenda:

Day 1: Leading Self

- **Topic 1:** Personal Leadership and Self-Awareness
- **Topic 2:** Goal Setting and Self-Discipline
- **Topic 3:** Stress Management and Building Resilience
- **Topic 4:** 16 Personalities Assessment – Understanding Personal Traits
- **Topic 5:** Time Management and Energy Focus
- **Topic 6:** Leadership Mindset and Self-Motivation
- **Reflection & Review:** Enhancing Personal Leadership

Day 2: Leading Superiors

- **Topic 1:** Building Effective Relationships with Superiors
- **Topic 2:** Managing Up: Influencing and Supporting Higher Management
- **Topic 3:** Navigating Organizational Hierarchies
- **Topic 4:** Communication Upwards and Stakeholder Expectation Management
- **Topic 5:** Political Savvy and Organizational Mapping
- **Topic 6:** Trust and Credibility in Vertical Relationships
- **Reflection & Review:** Leading Up with Confidence

Day 3: Leading Followers

- **Topic 1:** Motivating and Inspiring Team Members
- **Topic 2:** Providing Constructive Feedback and Recognition
- **Topic 3:** Developing and Coaching Employees
- **Topic 4:** Aligning Individual Goals with Team Objectives
- **Topic 5:** Building a Culture of Accountability
- **Topic 6:** Team Communication and Role Clarity
- **Reflection & Review:** Effective Leadership of Followers

Day 4: Leading Peers

- **Topic 1:** Collaborating and Building Partnerships with Peers
- **Topic 2:** Influencing and Persuading Colleagues
- **Topic 3:** Navigating Peer Relationships and Team Dynamics
- **Topic 4:** Conflict Resolution Among Equals
- **Topic 5:** Leading Without Formal Authority
- **Topic 6:** Building Interdepartmental Trust
- **Reflection & Review:** Peer Leadership and Collaboration

Day 5: Emotional Intelligence in Leadership

- **Topic 1:** Understanding and Applying Emotional Intelligence Daniel Goleman
- **Topic 2:** Enhancing Empathy and Interpersonal Skills
- **Topic 3:** Managing Emotions and Building Resilience
- **Topic 4:** Emotional Triggers and Workplace Control
- **Topic 5:** The Link Between EI and Leadership Performance
- **Topic 6:** Measuring and Developing EI Competencies
- **Reflection & Review:** Leveraging Emotional Intelligence

Day 6: Persuasion and Influence

- **Topic 1:** Techniques for Effective Persuasion
- **Topic 2:** Influencing Organizational Outcomes
- **Topic 3:** Ethical Considerations in Influence
- **Topic 4:** Authority vs. Influence in Leadership
- **Topic 5:** Storytelling as a Persuasion Tool
- **Topic 6:** Applying the Cialdini Principles of Influence
- **Reflection & Review:** Mastering Persuasion and Influence

Day 7: Coaching and Development

- **Topic 1:** Coaching Techniques and Best Practices
- **Topic 2:** Creating Development Plans and Growth Opportunities
- **Topic 3:** Measuring Coaching Effectiveness
- **Topic 4:** Ask-Tell Matrix – Effective Coaching Conversations
- **Topic 5:** The GROW Model in Practice
- **Topic 6:** Building a Coaching Culture in Teams
- **Reflection & Review:** Enhancing Coaching Skills

Day 8: Negotiation Skills

- **Topic 1:** Advanced Negotiation Strategies and Tactics
- **Topic 2:** Thomas-Kilmann Conflict Mode Instrument TKI Negotiation Styles
- **Topic 3:** Preparing for and Conducting Negotiations
- **Topic 4:** Achieving Win-Win Outcomes
- **Topic 5:** Understanding Interests vs. Positions
- **Topic 6:** Cultural Intelligence in Negotiation
- **Reflection & Review:** Negotiation Mastery

Day 9: Decision-Making and Problem-Solving

- **Topic 1:** Strategic Decision-Making Processes
- **Topic 2:** Problem-Solving Techniques
- **Topic 3:** Ishikawa Fishbone Diagram, Pareto Rule, Root Cause Analysis
- **Topic 4:** Edward de Bono's 6 Thinking Hats
- **Topic 5:** Thinking Fast and Slow Daniel Kahneman
- **Topic 6:** Divergent vs. Convergent Thinking in Leadership
- **Reflection & Review:** Effective Decision-Making

Day 10: Conflict Resolution and Integration

- **Topic 1:** Conflict Resolution Strategies
- **Topic 2:** Mediating and Managing Workplace Conflicts
- **Topic 3:** Integrating Leadership Skills for Organizational Success
- **Topic 4:** Final Review and Action Planning
- **Topic 5:** Leading in Times of Crisis or Change
- **Topic 6:** Leadership Simulation and Case Debrief
- **Reflection & Review:** Leadership Impact and Next Steps

FAQ

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

This course does not require any formal academic prerequisites. However, it is designed for professionals who are currently in or preparing for leadership roles across various industries. Ideal participants include senior managers, department heads, HR professionals, team leaders, and high-potential employees. Familiarity with organizational dynamics and people management is helpful but not mandatory.

How long is each day's session, and is there a total number of hours required for the entire course?

Each day's session is generally structured to last around 4–5 hours, with breaks, exercises, and discussion intervals included. The total course spans 10 days, amounting to approximately 40 to 50 hours of intensive leadership development through both theoretical learning and practical application.

Isn't emotional intelligence just another name for good communication skills?

Not quite. While emotional intelligence EI does support effective communication, it is much broader. In this course, EI is presented using frameworks such as Daniel Goleman's model, which includes self-awareness, self-regulation, motivation, empathy, and social skills. These elements impact not just how you communicate, but how you lead, coach, negotiate, and resolve conflict. EI is the foundation for sustainable and ethical leadership, not just verbal fluency.

How This Course is Different from Other Leadership Development Courses

The Complete Leadership Development Training Course is unique because it approaches leadership as a multidimensional discipline. Unlike many generic courses that focus only on managing teams, this program expands leadership into four interconnected domains: leading self, superiors, followers, and peers. It embeds real-world leadership tools like the Ask-Tell Matrix, Thomas-Kilmann Conflict Mode Instrument, 16 Personalities Assessment, and Edward de Bono's Six Thinking Hats, equipping participants with a practical and measurable leadership toolkit.

Throughout the 10-day program, participants not only learn how to lead but also how to coach others, influence ethically, negotiate win-win outcomes, and make strategic decisions using models like Root Cause Analysis, Fishbone Diagrams, and Divergent Thinking techniques.

Additionally, this course focuses heavily on emotional intelligence, conflict resolution, and leadership integration, making it ideal for organizations looking to future-proof their leadership pipeline. The interactive methodology — including simulations, roleplays, and personalized leadership planning — ensures that learning is retained, applied, and scaled across teams.

Training Course Categories

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Certified Courses By International Bodies

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Data Analytics Training and Data Science Courses

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Leadership and Management Training Courses

Legal Training, Procurement and Contracting Courses

Maintenance Training and Engineering Training Courses

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Oil & Gas Training and Other Technical Courses

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WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.

AGILE LEADERS
Training Center

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