

Leadership Training: Problem Solving & Negotiation Skills

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Course Overview:

This leadership training course is designed to equip professionals with the critical competencies of problem-solving skills, negotiation skills training, and emotional intelligence for leaders. In today's dynamic workplaces, leaders are expected to make sound decisions, manage conflicts, and foster collaboration across teams. Leaders with high emotional intelligence are more effective at influencing outcomes, creating value in negotiations, and enhancing workplace leadership skills.

Through interactive sessions, participants will learn practical methods of conflict resolution training, decision-making for leaders, and techniques to manage both integrative and distributive negotiations. The course also highlights the strong correlation between emotional intelligence and problem-solving performance, emphasizing how EI enhances decision-making, adaptability, and resilience in high-pressure environments.

By blending academic insights with practical application, this leadership development program helps executives, managers, and team leaders master both the technical and interpersonal dimensions of leadership. Participants will leave with a deeper understanding of how to use emotional intelligence to negotiate effectively, solve complex problems, and lead with confidence in diverse workplace contexts.

Target Audience:

- Senior Managers and Executives
- Team Leaders and Project Managers
- HR and Talent Development Professionals
- Negotiators, Consultants, and Advisors
- Department Heads in Operations, Sales, and Strategy

Targeted Organizational Departments:

- Leadership Development and HR
- Strategy and Corporate Planning
- Operations and Project Management
- Sales and Business Development
- Compliance and Conflict Resolution Units

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Targeted Industries:

- Banking and Financial Services
- Oil, Gas and Energy
- Healthcare and Pharmaceuticals
- Government and Public Sector
- Consulting and Professional Services
- Technology and Telecommunications

Course Offerings:

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

- Apply advanced problem-solving skills to workplace challenges
- Conduct effective negotiation skills training using integrative and distributive strategies
- Use emotional intelligence for leaders to enhance decision-making and collaboration
- Strengthen conflict resolution training practices within their teams
- Improve executive leadership skills through real-world case studies and simulations
- Develop resilience and adaptability to enhance workplace leadership skills

Training Methodology:

This leadership training course adopts a highly interactive methodology, blending theory with practice. Participants will engage in:

- Case studies from real corporate scenarios linking problem solving, emotional intelligence, and negotiation
- Group exercises to strengthen collaboration and conflict resolution training
- Role plays and simulations of negotiation situations, emphasizing both value-creating and value-claiming approaches
- Reflection sessions that enable leaders to connect emotional intelligence with problem solving performance
- Feedback and peer coaching to enhance learning outcomes and reinforce leadership development programs

This methodology ensures the direct application of knowledge, making the training practical, dynamic, and tailored to workplace realities.

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Course Agenda

Day 1: Foundations of Leadership and Emotional Intelligence

- **Topic 1:** Introduction to leadership training course fundamentals
- **Topic 2:** Core concepts of emotional intelligence for leaders
- **Topic 3:** Building self-awareness and self-regulation in leadership
- **Topic 4:** Linking emotional intelligence with workplace leadership skills
- **Topic 5:** Decision-making for leaders – analytical and adaptive methods
- **Topic 6:** The role of empathy and social skills in executive leadership skills
- **Reflection & Review:** Reflection on how emotional intelligence supports problem solving and leadership

Day 2: Problem Solving Frameworks and Decision-Making

- **Topic 1:** Problem solving skills and structured approaches for leaders
- **Topic 2:** Creative vs analytical problem solving techniques
- **Topic 3:** Decision-making for leaders under uncertainty and pressure
- **Topic 4:** Overcoming cognitive biases in leadership decisions
- **Topic 5:** Emotional intelligence and its correlation with problem solving skills
- **Topic 6:** Applying problem solving skills to workplace leadership challenges
- **Reflection & Review:** Review of lessons on integrating EI into problem solving and decision making

Day 3: Negotiation Fundamentals and Conflict Resolution

- **Topic 1:** Negotiation skills training – principles and value creation
- **Topic 2:** Understanding distributive vs integrative negotiations
- **Topic 3:** Conflict resolution training for leaders and managers
- **Topic 4:** The influence of emotional intelligence in negotiation performance
- **Topic 5:** Power dynamics and influence in executive leadership skills
- **Topic 6:** Role-playing negotiation exercises for practical learning
- **Reflection & Review:** Key takeaways on balancing empathy and strategy in negotiation

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Day 4: Advanced Negotiation and Cross-Cultural Leadership

- **Topic 1:** Managing high-stakes negotiations with emotional intelligence
- **Topic 2:** Emotional regulation techniques for conflict resolution
- **Topic 3:** Cross-cultural negotiation challenges and leadership adaptation
- **Topic 4:** Negotiation ethics and leadership integrity
- **Topic 5:** Building trust and sustainable workplace leadership skills
- **Topic 6:** Case studies on emotional intelligence and negotiation outcomes
- **Reflection & Review:** Reflection on advanced negotiation strategies and leadership integration

Day 5: Strategic Leadership and Application

- **Topic 1:** Integrating problem solving skills into executive leadership skills
- **Topic 2:** Negotiation mastery through advanced case study analysis
- **Topic 3:** Emotional intelligence for sustainable leadership development
- **Topic 4:** Designing a workplace leadership skills framework
- **Topic 5:** Developing a personal leadership growth plan
- **Topic 6:** Leading with resilience, adaptability, and conflict resolution training
- **Reflection & Review:** Consolidation of leadership mastery and personal action planning

FAQ

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

No formal prerequisites are required. However, participants should hold managerial or leadership responsibilities to fully benefit from this leadership training course.

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

Each day runs for 4–5 hours, including activities and breaks, totaling 20–25 hours of instruction across one week.

How does emotional intelligence directly enhance negotiation and problem-solving in leadership?

Emotional intelligence improves decision-making, fosters cooperation in negotiations, and helps leaders manage stress effectively, which strengthens executive leadership skills.

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How This Course is Different from Other Leadership Training Courses:

This program uniquely integrates problem-solving skills, negotiation skills training, and emotional intelligence for leaders. Unlike traditional leadership development programs, it combines academic research with real-world application, emphasizing both analytical and emotional aspects of leadership. Participants engage in simulations, case studies, and role plays that mirror workplace challenges. The course bridges the gap between soft skills training for managers and executive leadership skills, offering measurable outcomes in decision-making, conflict resolution, and workplace leadership skills.

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Training Course Categories

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- Agribusiness & Food Security Training Courses
- Aviation Management and Operations Training Courses
- Certified Courses By International Bodies
- Communication and Public Relations Training Courses
- Crisis Management and Business Continuity Training Courses
- Data Analytics Training and Data Science Courses
- Digital Government & Public Service Training Courses
- Education and Learning Development Training Courses
- Environment & Sustainability Training Courses
- Facilities and Real Estate Training Courses
- Finance and Accounting Training Courses
- Governance, Risk and Compliance Training Courses
- Healthcare Management Training Courses
- Heritage Conservation and Museum Management Training Courses
- Hospitality and Tourism Training Courses
- Human Resources Training and Development Courses
- IT Security Training & IT Training Courses
- Leadership and Management Training Courses
- Legal Training, Procurement and Contracting Courses
- Maintenance Training and Engineering Training Courses
- Marketing, Customer Relations, and Sales Courses
- NGO, Humanitarian and Development Management Training Courses
- Occupational Health, Safety and Security Training Courses
- Oil & Gas Training and Other Technical Courses
- Personal & Self-Development Training Courses

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Training Course Categories

- Quality and Operations Management Training Courses
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- Shipping, Maritime and Ports Training Courses

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