

Leadership & Management Excellence: Strategies for Teams & Performance Training Course

8 – 12 August 2027
Nairobi

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Ref: 103600344_100924 **Date:** 8 – 12 August 2027 **Location:** Nairobi **Fees:** 4500 Euro

Course Overview:

Leadership & Management Excellence: Strategies for Teams & Performance Training Course is a results-driven corporate training program designed to empower managers and leaders with advanced leadership skills and practical management strategies. The course is structured to elevate executive training across industries by integrating principles of strategic leadership, team management, and people management.

Participants will explore how to become a better leader through leadership development tools, motivational strategies, and leadership coaching. This course provides a blend of theoretical insights and real-world applications to guide leaders through organizational leadership challenges. Through emotional intelligence for managers, actionable leadership development tools, and results-driven leadership techniques, participants will build a leadership mindset rooted in trust, clarity, and purpose.

This training is also an opportunity to experience high-performing team management strategies, effective feedback techniques, and methods for leading through change and uncertainty. Whether you are seeking management skills for first-time leaders or building a leadership transformation program for senior executives, this course offers a comprehensive journey into leadership and management excellence training.

Target Audience:

- Mid-level managers
- Senior executives
- First-time supervisors
- Project managers
- Department heads
- Human resource professionals
- Team leaders and business unit managers

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Targeted Organizational Departments:

- Human Resources
- Operations and Production
- Sales and Marketing
- Corporate Strategy
- Finance and Accounting
- Information Technology
- Project Management Office

Targeted Industries:

- Government and Public Administration
- Banking and Financial Services
- Telecommunications and Technology
- Manufacturing and Engineering
- Healthcare and Pharmaceuticals
- Retail and E-commerce
- Education and Corporate Training
- Logistics and Supply Chain

Course Offerings:

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

- Demonstrate strategic leadership and performance alignment
- Apply leadership skills for team growth and collaboration
- Develop management skills for first-time leaders and experienced professionals
- Use coaching and feedback models to improve people management
- Build trust, influence, and communication in cross-functional teams
- Strengthen emotional intelligence for better leadership impact
- Lead organizational change and drive continuous improvement
- Design and apply a personal leadership transformation program
- Execute results-driven leadership techniques across departments
- Utilize tools for goal setting, accountability, and strategic execution

Training Methodology:

This course uses an immersive and interactive learning experience designed for high-impact organizational leadership. Through real case studies, participants will analyze leadership and management dilemmas, reflect on personal leadership mindset, and simulate decision-making in high-pressure environments.

The program includes breakout group work for peer learning, self-assessment exercises to develop leadership awareness, and coaching sessions focused on communication, trust-building, and collaboration.

Role-playing exercises are used to practice feedback delivery, conflict resolution, and motivational leadership techniques.

Participants will also explore online leadership and management course components, including leadership tools, video insights, and team collaboration strategies. Each session concludes with a structured reflection period to reinforce leadership and team management concepts.

Course Toolbox:

- Participant workbook in PDF format
- Leadership style self-assessment tool
- Emotional intelligence diagnostic template
- Case study library for leadership scenarios
- Goal-setting and OKR planning worksheets
- Feedback delivery and coaching scripts
- Leadership reflection journal
- Recommended book list for continued leadership development

Course Agenda:

Day 1: Foundations of Leadership & Management Excellence

- **Topic 1:** Defining Leadership vs. Management in Modern Organizations
- **Topic 2:** Understanding Core Leadership Styles and When to Use Them
- **Topic 3:** The Leader's Role in Driving Organizational Excellence
- **Topic 4:** Self-Awareness and Leadership Mindset Development
- **Topic 5:** Aligning Personal Values with Strategic Leadership Vision
- **Topic 6:** Leadership and Management Competency Mapping
- **Reflection & Review:** Identifying Your Leadership Strengths and Gaps

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Day 2: Building and Leading High-Performance Teams

- **Topic 1:** Principles of High-Performing Team Management
- **Topic 2:** Trust-Building, Motivation, and Team Accountability
- **Topic 3:** Emotional Intelligence for Team Leadership
- **Topic 4:** Managing Team Conflict with Empathy and Assertiveness
- **Topic 5:** The Role of Coaching and Feedback in Team Development
- **Topic 6:** Creating a Collaborative and Inclusive Team Culture
- **Reflection & Review:** Team Dynamics and Your Leadership Impact

Day 3: Strategic Thinking and Organizational Leadership

- **Topic 1:** Strategic Leadership Models and Frameworks
- **Topic 2:** Visionary Thinking and Goal Alignment Techniques
- **Topic 3:** Business Decision-Making Under Pressure
- **Topic 4:** Leading Through Organizational Change and Uncertainty
- **Topic 5:** Implementing OKRs and KPIs for Leadership Success
- **Topic 6:** Data-Driven Management and Performance Analysis
- **Reflection & Review:** Translating Strategic Insights into Action

Day 4: Communication, Influence & People Management

- **Topic 1:** Leadership Communication Skills for Impact and Clarity
- **Topic 2:** Influence, Persuasion, and Stakeholder Engagement
- **Topic 3:** Radical Candor and Constructive Feedback Techniques
- **Topic 4:** Navigating Interpersonal and Cross-Functional Relationships
- **Topic 5:** Coaching Conversations and the GROW Model
- **Topic 6:** Managing Generational and Cultural Diversity in Teams
- **Reflection & Review:** Communication Wins and Improvement Areas

Day 5: Leading with Purpose, Results, and Growth

- **Topic 1:** Results-Oriented Leadership and Accountability Practices
- **Topic 2:** Developing Empowering and Motivational Leadership Habits
- **Topic 3:** Building Resilience, Agility, and Mental Toughness
- **Topic 4:** Designing Your Personal Leadership Growth Plan
- **Topic 5:** Leading Teams in Remote and Hybrid Work Environments
- **Topic 6:** Sustaining Performance Through Leadership Development Tools
- **Reflection & Review:** Final Commitments and Future Leadership Actions

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FAQ:

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

Participants should have basic experience in team management or leadership responsibilities. No formal education prerequisites are required.

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 and interactive activities included. The total course duration spans one week, approximately 20-25 hours of instruction.

How is strategic leadership different from people management?

Strategic leadership focuses on long-term vision, organizational goals, and aligning teams toward shared success. People management involves daily supervision, motivation, and team development. This course integrates both for complete leadership excellence.

How This Course is Different from Other Leadership & Management Excellence Courses:

This course is uniquely crafted to help participants unlock their leadership potential with real-world tools and experiential learning. Unlike theoretical management courses, this training blends strategic leadership, people management, emotional intelligence, and feedback-driven growth into an actionable experience.

The agenda is structured to take leaders on a personal and professional development journey, using modern leadership feedback techniques, measurable performance models like OKRs, and methods for building high-performing, collaborative teams. Each tool introduced in the course is directly linked to leadership success and sustainable business results.

Whether participants are seeking management skills for first-time leaders or leadership transformation programs for executives, this course delivers practical value, measurable insights, and a people-first leadership approach that aligns with the evolving demands of today’s workforce.