Advanced Leadership & Stakeholder Management Training Course

11 – 22 January 2027
Addis Ababa

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Ref: 36262_224971 **Date:** 11 – 22 January 2027 **Location:** Addis Ababa **Fees:** 6400 Euro

Overview

The Advanced Leadership & Stakeholder Management Training Course provides a structured two-week pathway for professionals seeking to master advanced leadership and stakeholder management in dynamic business settings. The curriculum blends core leadership styles, emotional intelligence, and team dynamics with rigorous stakeholder consultation, trust-building, and governance frameworks. Participants gain practical capabilities to lead high-performing teams, manage organizational friction, and maintain resilience in volatile operating conditions. This course is delivered by Agile Leaders Training Center.

Who Should Attend

- Mid to senior managers seeking to expand their strategic and adaptive capabilities.
- Project and programme managers responsible for complex stakeholder communication.
- Team leaders and supervisors guiding cross-functional groups through organizational change.
- Operational heads and business development managers managing diverse expectations.
- Human resources and organizational development specialists leading leadership programmes.

Departments and Industries

This programme delivers cross-sector value across multiple functions navigating organizational change and complex stakeholder networks.

- Human Resources and Organizational Development
- Project and Programme Management Offices
- Operations and Supply Chain Management
- Sales, Business Development, and Marketing
- Information Technology, Manufacturing, Retail, and Healthcare Sectors

Learning Objectives

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

- Master adaptive leadership techniques to steer organizational change effectively.
- Assess and apply situational and transformational leadership styles to diverse team scenarios.
- Strengthen emotional intelligence to enhance decision-making and interpersonal influence.
- Implement conflict resolution and leadership frameworks to overcome team friction.
- Lead with resilience and agility when managing in a VUCA environment.
- Formulate structured stakeholder management strategies that establish long-term trust.
- Integrate stakeholder feedback into governance structures and operational workflows.
- Align executive leadership roles and organizational behaviour for sustainable engagement.

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Course Agenda

Day 1: Introduction to Adaptive Leadership

- Core tenets of adaptive leadership in evolving organizational landscapes
- Foundational leadership models and managerial influence
- Transformational leadership principles and visionary team alignment
- Situational leadership applications across distinct team readiness levels
- Structured review on evaluating transformational and situational leadership models

Day 2: Core Leadership Capabilities and Communication

- Techniques for enhancing individual and managerial leadership effectiveness
- Emotional intelligence domains and self-regulation in executive roles
- Distinguishing management execution from adaptive leadership orientation
- Executive communication techniques for influence and transparency
- Structured review on emotional intelligence and interpersonal leadership dynamics

Day 3: Leading Teams and Managing Conflict

- Managerial leadership models for building high-performance team culture
- Guiding diverse teams through shifting organizational priorities
- Practical models for conflict resolution and leadership interventions
- Diagnosing and resolving root causes of workplace resistance
- Structured review on conflict resolution and leadership methodologies

Day 4: Leadership Development and Organizational Change

- Structured frameworks for continuous professional leadership development
- Applying the practice of adaptive leadership to real-world operational challenges
- Leading teams through organizational transition and uncertainty
- Building emotional resilience and psychological safety in teams
- Structured review on adaptive leadership practices and change resilience

Day 5: Navigating VUCA Environments and Certification Preparation

- Analyzing volatility, uncertainty, complexity, and ambiguity in contemporary markets
- Adaptive leadership strategies tailored to volatile operating contexts
- Cultivating organizational resilience and strategic agility in teams
- Core competencies and review sessions preparing for leadership certification standards
- Structured review on leadership in a VUCA environment and strategic preparedness

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Day 6: Agreeableness and Decisiveness in Leadership

- Evaluating the role of agreeableness in collaborative team dynamics
- Utilizing empathy and cooperative behaviour in dispute resolution
- Balancing managerial agreeableness with executive assertiveness and firmness
- Managing team consensus without compromising operational accountability
- Structured review on collaborative decision-making and balanced executive authority

Day 7: Foundations of Stakeholder Engagement

- Business benefits and strategic value of proactive stakeholder engagement
- Fundamental principles of participatory governance and inclusion
- Reviewing contemporary stakeholder engagement in practice across industries
- Identifying stakeholder expectations and potential operational risks
- Structured review on stakeholder engagement principles and practical integration

Day 8: Stakeholder Mapping, Alignment, and Trust

- Systematic stakeholder mapping, power-interest grids, and profiling techniques
- Internal organizational preparedness and cross-functional alignment strategies
- Fostering transparency and sustainable trust through structured consultation
- Facilitating constructive dialogue with challenging external stakeholders
- Structured review on stakeholder alignment and trust-building frameworks

Day 9: Feedback Implementation and Engagement Monitoring

- Establishing robust channels to capture and implement stakeholder feedback
- Developing monitoring, evaluation, and documentation systems for engagement
- Transitioning from transactional communication to meaningful partnership
- Measuring relationship health using formal engagement metrics and indicators
- Structured review on feedback loops and continuous stakeholder monitoring

Day 10: Executive Leadership in Stakeholder Relations

- The strategic role of senior leadership and executive sponsors in engagement
- Organizational behaviour models and their impact on stakeholder dynamics
- Synthesizing leadership capabilities, culture, and governance mechanisms
- Developing an integrated leadership and stakeholder engagement action plan
- Structured review on leadership synthesis and long-term stakeholder governance

Practical Exercises

Participants engage in practical simulations and analytical exercises throughout the two weeks.

- Simulate an adaptive leadership response to unexpected market disruption.
- Conduct an emotional intelligence self-assessment and create a personal development plan.
- Develop a stakeholder matrix mapping influence, interest, and communication preferences.
- Design an implementation framework to systematically evaluate stakeholder feedback.

FAQs

How does this course combine leadership development with stakeholder management?

The curriculum balances internal team leadership, emotional intelligence, and adaptive strategies during the first half with systematic external and internal stakeholder engagement frameworks during the second half.

What leadership models are explored during the two weeks?

Participants analyze transformational, situational, and adaptive leadership models, learning how to tailor their managerial style to the complexity of the situation and the maturity of their team.

How does the course prepare leaders for VUCA operating environments?

The sessions examine volatility, uncertainty, complexity, and ambiguity, delivering practical tools to foster team agility, manage organizational change, and maintain resilience under pressure.

Conclusion

Participants complete this two-week programme equipped with practical frameworks to lead high-performing teams, navigate organizational change, and cultivate productive stakeholder relationships. By combining adaptive leadership techniques with disciplined stakeholder engagement strategies, professionals foster long-term trust, resolve conflict constructively, and drive organizational performance across demanding environments.