

# Authentic Leadership Practice and Development Training Course

14 – 18 December 2026
Porto

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Training Center

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**Ref:** 1722_229386 **Date:** 14 – 18 December 2026 **Location:** Porto **Fees:** 5700 Euro

## Overview

Authentic Leadership Practice and Development Training Course is a one-week course for managers, emerging leaders, and team leaders, who leave with an Authentic Leadership Practice Plan. Participants examine self-awareness, relational transparency, balanced processing, and an internalized moral perspective through reflection, feedback, dialogue, and decision practice. The course treats authenticity as contextual, responsible, and observable rather than unrestricted self-expression. Agile Leaders Training Center presents authentic leadership practice and development.

## Who Should Attend

- Functions responsible for leading teams and setting behavioural expectations
- Managers preparing for broader leadership responsibility
- Teams responsible for leadership development and succession support
- Functions responsible for culture, engagement, and trust-building initiatives
- Project and cross-functional leaders who influence without relying only on authority

The course assumes participants currently influence people or decisions and leaves out clinical personality assessment, therapy, confidential disclosure pressure, and claims that one leadership style suits every context.

## Departments and Industries

The course supports departments and industries that need credible, values-aligned leadership across changing work environments.

- Corporate leadership and people-management functions
- Human resources, talent, and organizational-development teams
- Financial services, healthcare, and professional-services organizations
- Energy, engineering, and technology operations
- Public-service, education, and nonprofit leadership teams

## Learning Objectives

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

- Analyze personal values, strengths, triggers, and leadership impact
- Apply relational transparency with role and context boundaries
- Use balanced processing to test assumptions and invite dissent
- Evaluate decisions against an internalized moral perspective
- Build feedback and trust practices for everyday leadership
- Prepare an authentic leadership practice plan with behavioural experiments

## Course Agenda

## Day 1: Self-Awareness and Leadership Identity

- Authentic Leadership Four-Practice Framework
- Values, Purpose, Strengths, Limits, and Leadership Identity
- Personal Narrative and Critical Leadership Experiences
- Trigger, Emotion, Assumption, and Behaviour Pattern Map
- Feedback Evidence and Leadership Impact Reflection

## Day 2: Values and Moral Consistency

- Internalized Moral Perspective and External Pressure
- Values-to-Behaviour Consistency Audit
- Ethical Tension and Stakeholder Impact Map
- Decision Principles, Boundaries, and Escalation Criteria
- Pressure Scenario and Ethical Decision Record

## Day 3: Relational Transparency and Trust

- Relational Transparency versus Unfiltered Self-Disclosure
- Role, Audience, Power, Privacy, and Context Boundaries
- Admitting Uncertainty, Error, and Changed Judgment
- Listening, Empathy, Candour, and Respectful Challenge
- Trust-Building Conversation and Repair Practice

## Day 4: Balanced Processing and Feedback

- Balanced Information Processing and Bias Awareness
- Dissent, Alternative Views, and Disconfirming Evidence
- Feedback Request, Reception, Interpretation, and Response
- Decision Log and Assumption-Test Checklist
- Team Voice, Psychological Safety, and Fair Process

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## Day 5: Consistent Practice and Development

- Leadership Behaviour under Pressure and Ambiguity
- Authenticity across Roles, Cultures, and Stakeholder Expectations
- Behavioural Experiment, Evidence, and Reflection Cycle
- Peer Challenge, Support, and Accountability Design
- Capstone Exercise: Authentic Leadership Practice Plan

## Practical Exercises

The course uses suggested activities based on fictional leadership situations across business, public-service, and project environments.

- Suggested activity: create a values, strengths, triggers, and impact map from structured reflection prompts.
- Suggested activity: evaluate a pressured decision with stakeholder, values, evidence, and consequence checks.
- Suggested activity: practise calibrated transparency in a conversation involving uncertainty or error.
- Suggested activity: invite and process dissent before recording a leadership decision.
- Suggested activity: design a behavioural experiment with observable actions, feedback sources, and review dates.

## FAQs

### What are the four practices of authentic leadership?

The course uses self-awareness, relational transparency, balanced processing, and an internalized moral perspective as four connected practices for reflection, relationships, information use, and values-aligned action.

### Does authentic leadership mean sharing everything?

No. Relational transparency requires judgment about purpose, role, audience, power, privacy, timing, and likely impact. Responsible authenticity is candid without transferring an inappropriate burden to others.

### How does feedback support authentic leadership development?

Feedback helps leaders compare intention with impact, identify recurring patterns, test self-perceptions, notice context, and select specific behaviours to practise and review.

### How is balanced processing used in leadership decisions?

Balanced processing involves stating assumptions, seeking alternative perspectives, inviting dissent, examining disconfirming evidence, considering stakeholder impact, and recording why a decision was made.

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## Conclusion

Participants take an Authentic Leadership Practice Plan back to work. It combines a leadership identity map, values-to-behaviour audit, ethical decision record, transparency boundaries, feedback routine, balanced-processing checklist, and behavioural experiments. The plan turns reflection and credible dialogue into observable, context-aware leadership practice.