The Complete Leadership Development Training Course

11 – 22 January 2027
Frankfurt

AGILE LEADERS
Training Center

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Ref: 36292_95055 **Date:** 11 – 22 January 2027 **Location:** Frankfurt **Fees:** 10000 Euro

Course Overview:

This course is designed by Agile Leaders Training Center to enhance leadership skills across all organizational levels. This two-week program offers a comprehensive approach to leading oneself, superiors, followers, and peers, with a strong emphasis on emotional intelligence, persuasion, influence, coaching, negotiation, decision-making, and conflict resolution. Aimed at senior executives, office managers, supervisors, and professionals, the program provides practical strategies and insights for effective leadership in diverse and dynamic environments.

Target Audience:

- Senior Executives and Managers
- Office Managers and Supervisors
- Project Managers and Team Leaders
- HR and Organizational Development Specialists

Targeted Organizational Departments:

- Executive Leadership Teams
- Human Resources and Organizational Development
- Project Management Offices PMOs
- Training and Development Departments
- Office Management

Targeted Industries:

- Corporate Sector and Business Enterprises
- Government and Public Sector Organizations
- Non-Profit Organizations

Course Offerings:

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

- Lead themselves effectively, setting personal goals and maintaining self-discipline.
- Manage relationships with superiors, followers, and peers to drive organizational success.
- Utilize emotional intelligence to enhance interpersonal interactions and leadership effectiveness.
- Employ persuasion and influence techniques to achieve strategic objectives.
- Apply coaching methods to develop and support team members.
- Implement advanced negotiation strategies and make informed decisions.
- Resolve conflicts constructively and maintain a positive work environment.

Training Methodology:

This course uses a blend of theoretical instruction and practical application. Participants will engage in:

- Interactive Lectures
- Case Studies and Role-Playing
- Group Discussions
- Hands-On Workshops

Course Toolbox:

- Leadership Development Guides and Self-Assessment Tools
- Emotional Intelligence and Coaching Frameworks
- Persuasion and Influence Techniques Manuals
- Negotiation and Conflict Resolution Strategies
- Decision-Making Process 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
- **Reflection & Review:** Enhancing Personal Leadership

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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
- **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
- **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
- **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
- **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
- **Reflection & Review:** Mastering Persuasion and Influence

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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
- **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
- **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, Daniel Kahneman's Thinking, Fast and Slow, Divergent vs. Convergent Thinking
- **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
- **Reflection & Review:** Comprehensive Leadership Integration

How This Course is Different from Other Leadership Courses:

This course stands out by offering a well-rounded approach to leadership that spans personal, superior, follower, and peer management. This course integrates advanced skills in emotional intelligence, persuasion, influence, coaching, negotiation, and conflict resolution. Unlike other programs, it provides a comprehensive perspective on leadership effectiveness, ensuring participants are equipped to handle diverse leadership challenges and drive success across various organizational contexts. Through expert instruction, real-world case studies, and interactive learning, participants will gain the tools to make a significant impact in their organizations and careers.