



*Training Course:
Driving Performance: Leadership for
Maintenance Managers*

*16 - 27 June 2025
Kigali (Rwanda)*

Training Course: Driving Performance: Leadership for Maintenance Managers

Training Course code: LS235495 From: 16 - 27 June 2025 Venue: Kigali (Rwanda) - Training Course Fees: 9520 € Euro

Introduction

This advanced training program, designed by Global Horizon Training Center, is tailored for maintenance managers seeking to enhance their leadership skills and drive performance within their teams. As maintenance operations become increasingly complex, effective leadership is crucial to ensuring that teams are motivated, aligned with organizational goals, and capable of delivering exceptional results. This program provides the tools, strategies, and insights necessary to lead maintenance teams with confidence and competence.

Objectives

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

- Develop and implement leadership strategies that enhance team performance and productivity.
- Understand the key principles of leadership in a maintenance environment.
- Improve decision-making processes to optimize maintenance operations.
- Foster a culture of continuous improvement and proactive problem-solving.
- Effectively manage and lead diverse teams in high-pressure maintenance scenarios.
- Align maintenance objectives with overall organizational goals to maximize impact.
- Utilize advanced leadership techniques to navigate challenges and drive change within the maintenance department.

Course Methodology

The program employs a mix of theoretical and practical learning methods, including:

- Interactive Workshops: Participants will engage in discussions, case studies, and group activities to reinforce learning and application of concepts.
- Role-Playing Exercises: Real-life scenarios will be simulated to practice leadership and decision-making skills.
- Peer Learning: Collaborative learning sessions where participants share experiences and best practices.
- Expert Lectures: Insights from industry experts on the latest trends and challenges in maintenance leadership.

- Hands-On Projects: Participants will work on projects that relate directly to their work environment, allowing for immediate application of skills.

Organizational Impact

Organizations will benefit from this training program through:

- Enhanced leadership capabilities within the maintenance department, leading to more effective team management.
- Improved maintenance team performance, resulting in reduced downtime and increased operational efficiency.
- A stronger alignment between maintenance activities and broader organizational objectives.
- The development of a proactive maintenance culture focused on continuous improvement and innovation.
- Greater adaptability and resilience in the face of operational challenges.

Target Audience

This program is ideal for:

- Senior Maintenance Managers
- Maintenance Supervisors
- Engineering Managers
- Facilities Managers
- Operations Managers with a focus on maintenance
- Individuals aspiring to move into senior maintenance leadership roles

Outlines:

Day 1: Introduction to Advanced Leadership in Maintenance

- Overview of leadership principles
- The role of a maintenance leader
- Challenges in maintenance leadership
- Setting leadership goals and expectations

Day 2: Strategic Planning and Decision-Making

- Developing a strategic vision for maintenance
- Aligning maintenance strategies with organizational goals
- Advanced decision-making techniques
- Risk management in maintenance operations

Day 3: Building High-Performance Teams

- Team dynamics and leadership styles
- Motivating and empowering maintenance teams
- Conflict resolution and negotiation skills
- Delegating tasks effectively

Day 4: Communication and Influence

- Enhancing communication skills for leaders
- Influencing and persuading stakeholders
- Managing upward and downward communication
- Building strong relationships across departments

Day 5: Performance Management and Accountability

- Setting performance standards and KPIs for maintenance teams
- Conducting effective performance reviews
- Accountability frameworks for maintenance teams
- Recognizing and rewarding excellence

Day 6: Continuous Improvement and Innovation

- Lean maintenance and continuous improvement methodologies
- Encouraging innovation within maintenance teams
- Implementing change management strategies

- Overcoming resistance to change

Day 7: Financial Acumen for Maintenance Managers

- Understanding maintenance budgets and cost control
- Financial decision-making in maintenance
- Cost-benefit analysis for maintenance activities
- Justifying maintenance expenditures to senior management

Day 8: Safety Leadership in Maintenance

- Promoting a safety culture in maintenance operations
- Risk assessment and safety management techniques
- Leading by example: The role of leadership in safety
- Ensuring compliance with safety regulations

Day 9: Leading Through Crisis and Change

- Leadership in high-pressure and crisis situations
- Managing change and transition in maintenance teams
- Developing resilience and adaptability
- Case studies on leadership in crisis

Day 10: Final Project and Presentation

- Participants present their leadership projects
- Group feedback and discussions
- Action planning for implementing new leadership strategies
- Course review and wrap-up

Registration form on the Training Course: Driving Performance: Leadership for Maintenance Managers

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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Full Name (Mr / Ms / Dr / Eng):
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 Official E-Mail:

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 City / Country:

Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
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Payment Method

- Please find enclosed a cheque made payable to Global Horizon
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