



*Training Course:
Maintenance Leadership: Inspiring and
Empowering Teams*

*6 - 17 October 2025
Kigali (Rwanda)*

Training Course: Maintenance Leadership: Inspiring and Empowering Teams

Training Course code: LS235496 From: 6 - 17 October 2025 Venue: Kigali (Rwanda) - Training Course Fees: 9520 € Euro

Introduction

This advanced training program, designed by Global Horizon Training Center, is focused on equipping maintenance leaders with the skills and knowledge necessary to inspire and empower their teams. In today's dynamic industrial environments, the ability to lead effectively and motivate teams is essential for achieving operational excellence. This program is tailored to help maintenance leaders develop a leadership style that fosters a positive work culture, encourages innovation, and drives team performance to new heights.

Objectives

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

- Cultivate a leadership style that inspires trust, loyalty, and motivation within maintenance teams.
- Empower team members to take ownership of their roles and contribute to organizational success.
- Enhance communication skills to build strong relationships and foster collaboration.
- Implement strategies for continuous improvement and innovation within maintenance teams.
- Lead by example and create a work environment that promotes safety, quality, and efficiency.
- Develop resilience and adaptability in leadership to navigate challenges and change.
- Align team objectives with the broader goals of the organization to ensure cohesive performance.

Methodology

The program uses a blend of interactive and experiential learning methods, including:

- Leadership Workshops: Facilitated discussions and exercises focused on key leadership concepts and strategies.
- Case Studies: Real-world examples to analyze and learn from successful maintenance leadership practices.
- Interactive Simulations: Hands-on activities that mimic maintenance leadership scenarios.
- Peer Discussions: Collaborative sessions where participants exchange ideas and experiences.
- Personalized Coaching: One-on-one coaching sessions to help participants refine their leadership skills.

- Project-Based Learning: Participants work on projects that apply the course concepts to their own work environments.

Organizational Impact

Organizations will see significant benefits, including:

- More inspired and motivated maintenance teams, leading to higher productivity and morale.
- Improved team cohesion and collaboration, resulting in more efficient maintenance operations.
- Enhanced problem-solving and innovation within the maintenance department.
- Increased alignment of maintenance activities with organizational goals, driving overall success.
- A culture of continuous improvement, safety, and quality within maintenance operations.

Target Audience

This program is designed for:

- Senior Maintenance Managers
- Maintenance Supervisors
- Facilities Managers
- Operations Managers with maintenance responsibilities
- Engineering Managers
- Aspiring leaders in maintenance roles

Outlines

Day 1:

Foundations of Inspiring Leadership

- Introduction to leadership theories and styles
- The role of inspiration in leadership
- Self-assessment: Identifying personal leadership strengths and areas for growth
- Setting the vision and mission for maintenance teams

Day 2:

Building Trust and Credibility

- The importance of trust in leadership
- Strategies for building and maintaining credibility with teams
- Ethical leadership and decision-making
- Trust-building exercises and role-playing scenarios

Day 3:

Communication for Empowerment

- Effective communication techniques for leaders
- Listening skills and feedback methods
- Encouraging open and transparent communication within teams
- Managing difficult conversations with confidence

Day 4:

Fostering Team Collaboration and Innovation

- Techniques for encouraging teamwork and collaboration
- Innovation in maintenance: How to inspire creative problem-solving
- Facilitating brainstorming sessions and idea generation
- Case studies on successful team innovation

Day 5:

Motivation and Empowerment Strategies

- Understanding what motivates maintenance teams
- Empowering team members to take initiative
- Delegation as a tool for empowerment
- Recognizing and rewarding team achievements

Day 6:

Leading with Emotional Intelligence

- The role of emotional intelligence in leadership
- Developing self-awareness and empathy as a leader
- Managing emotions and stress in high-pressure situations
- Building emotionally intelligent teams

Day 7:

Driving Continuous Improvement

- Lean principles and continuous improvement methodologies
- Encouraging a culture of continuous improvement in maintenance
- Implementing and sustaining improvement initiatives
- Case studies on successful continuous improvement programs

Day 8:

Leadership in Safety and Quality

- The leader's role in promoting safety and quality in maintenance
- Creating a safety-first culture within teams
- Quality management principles for maintenance leaders
- Leading safety and quality improvement initiatives

Day 9:

Resilience and Adaptability in Leadership

- Building resilience as a maintenance leader
- Adapting leadership strategies in response to change
- Leading teams through organizational change and transformation
- Techniques for maintaining morale during challenging times

Day 10:

Final Leadership Project and Reflection

- Participants present their leadership projects
- Group feedback and discussion on project outcomes
- Reflection on personal leadership journey and growth
- Action planning for applying new leadership skills in the workplace
- Course review and wrap-up

Registration form on the Training Course: Maintenance Leadership: Inspiring and Empowering Teams

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

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