



*Training Course:
The Leadership Challenge: Inspire, Enable and
Encourage*

*14 - 18 December 2026
Kigali (Rwanda)*

Training Course: The Leadership Challenge: Inspire, Enable and Encourage

Training Course code: LS1032 From: 14 - 18 December 2026 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

Leadership is more than just a position; it is about inspiring, enabling, and encouraging others to achieve great things. In today's fast-paced and complex business environment, leaders are required to cultivate and maintain high levels of engagement, motivation, and trust within their teams. This program focuses on equipping leaders with the skills necessary to motivate their teams, create a vision that inspires others, and enable individuals to reach their full potential.

Through a combination of theoretical learning, practical tools, and experiential exercises, participants will learn how to lead with integrity, empower their teams, and foster a culture of continuous growth and achievement.

Objectives

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

- Inspire others by creating a compelling vision and leading by example.
- Empower team members to take ownership of their work and contribute to team success.
- Foster an environment that encourages collaboration, creativity, and accountability.
- Develop communication strategies that motivate and engage employees at all levels.
- Encourage growth and development within teams by providing constructive feedback and recognizing achievements.
- Build trust and credibility as a leader through transparency, integrity, and empathy.

Target Audience

- **Senior Executives and Directors**
Leaders responsible for setting the strategic direction of the organization and ensuring alignment with its culture and values.
- **Middle and Senior Managers**
Managers who are looking to refine their leadership skills and inspire their teams to achieve organizational goals.
- **HR and Organizational Development Professionals**
HR leaders tasked with developing leadership pipelines and fostering a positive organizational culture.
- **Project and Program Managers**
Professionals managing teams and projects who want to enhance their leadership abilities and increase team motivation.
- **Entrepreneurs and Business Owners**
Entrepreneurs seeking to lead by example and inspire their teams to build sustainable, high-performing businesses.

- **Aspiring Leaders and High-Potential Employees**

Individuals preparing for leadership roles who want to develop the skills to inspire and empower others.

5-Day Training Outline

Day 1: The Foundations of Inspirational Leadership

- The role of leadership in organizational success
- Understanding the principles of inspiring leadership
- Building trust and credibility as a leader
- Creating a clear and compelling vision for your team
- Leading by example: The power of personal integrity
- Exercises: Self-reflection and leadership self-assessment

Day 2: Enabling Others to Succeed

- The importance of empowering others and fostering independence
- Techniques for delegation and trust-building
- Coaching and mentoring for growth and development
- Enabling team members to take ownership and responsibility
- Tools for providing effective feedback and recognition
- Exercises: Delegation and empowerment strategies

Day 3: Encouraging Collaboration and Innovation

- Building a culture of collaboration and teamwork
- Encouraging creativity and innovation within your team
- Managing conflict constructively to promote positive outcomes
- Developing an environment of psychological safety and trust
- Strategies for fostering collaboration across teams and departments
- Exercises: Team-building activities and collaborative problem-solving

Day 4: Communicating with Impact

- The power of effective communication in leadership
- Developing strong interpersonal communication skills
- Motivating and inspiring through words and actions
- Techniques for listening actively and empathetically
- Handling difficult conversations and providing constructive feedback
- Exercises: Communication role-playing and case studies

Day 5: Leading with Purpose and Vision

- Aligning team goals with organizational vision and values
- Creating a leadership legacy: Long-term strategies for sustained success
- Cultivating resilience and adaptability as a leader
- Managing change and leading through uncertainty
- Encouraging a culture of continuous learning and development
- Exercises: Action planning for leadership development and team empowerment

Registration form on the Training Course: The Leadership Challenge: Inspire, Enable and Encourage

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