



*Training Course:
Leadership and Management Development
Program*

*11 - 22 May 2026
Kigali (Rwanda)*

Training Course: Leadership and Management Development Program

Training Course code: MA235326 From: 11 - 22 May 2026 Venue: Kigali (Rwanda) - Training Course Fees: 9700 € Euro

Introduction:

In today's dynamic organizations, leadership requires more than strategic planning and vision. While many leaders excel in training, motivation, and facilitation, success depends equally on **interpersonal communication, collaboration, and practical implementation skills**.

This intensive, structured course equips participants with the knowledge, tools, and strategies to **enhance leadership effectiveness**—both strategically and collaboratively. Through interactive exercises, case studies, and discussions, participants will apply leadership concepts to real-world challenges.

Objectives:

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

- Distinguish leadership from management and understand their organizational impact.
- Clarify and articulate a personal and organizational leadership vision.
- Communicate effectively and activate dialogue with managers and teams.
- Prioritize tasks and implement efficient procedures.
- Inspire and develop employees to exceed expectations.
- Build flexible, creative, and high-performing teams.
- Strengthen internal and external relationships.
- Plan for continuous personal and organizational development.

Target Audience:

This program is ideal for:

- Strategic planners
- Managers, supervisors, and team leaders
- Project managers
- Consultants and management professionals
- Individuals seeking innovative approaches to problem-solving and change management
- Anyone aiming to enhance leadership competencies and team effectiveness

Program Outline:

Day 1 - Leadership vs. Management

- Understanding the difference and significance of leadership vs. management
- Exploring six major leadership theories and their practical application
- Linking leadership with ethics, principles, cohesion, and organizational learning

Day 2 - Clarifying Your Leadership Vision

- Defining personal leadership principles and core values
- Building a framework to focus energy and set task priorities
- Aligning actions with personal and organizational vision

Day 3 - Activating Dialogue

- Enhancing self-awareness to identify beliefs and biases
- Understanding communication breakdowns and unspoken agreements
- Learning strategies to activate meaningful dialogue

Day 4 - Effective Procedures & Priorities

- Developing clear procedures and priorities aligned with vision
- Managing time effectively in daily work
- Achieving work-life balance to support sustainable performance

Day 5 - Developing Employees to Exceed Expectations

- Leadership strategies to enhance employee performance and motivation
- Identifying and nurturing high-performing employees
- Supporting employee career development

Day 6 - Building Supportive Teams

- Overcoming common team challenges and pitfalls
- Leading meetings to engage all participants
- Encouraging team innovation and problem-solving

Day 7 - Building Challenging & High-Performing Teams

- Developing teams to face challenges and achieve high performance
- Building alliances and fostering internal and external relationships

Day 8 - Leadership through Facilitation & Bridge-Building

- Nurturing collaboration across organizational boundaries
- Strategies for connecting groups and core stakeholders

Day 9 - Learning for Growth

- Integrating continuous learning into personal and organizational plans
- Adapting leadership vision to evolving business environments

Day 10 - Continuous Development & Action Planning

- Identifying key development areas for self and team
- Planning ongoing individual and organizational education and improvement

Registration form on the Training Course: Leadership and Management Development Program

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