



*Training Course:
Practical Tools for Effective Leadership &
Developing Talents*

*9 - 13 November 2026
Milan (Italy)*

Training Course: Practical Tools for Effective Leadership & Developing Talents

Training Course code: LS1111 From: 9 - 13 November 2026 Venue: Milan (Italy) - Training Course Fees: 5775 € Euro

Introduction

In today's fast-paced business world, effective leadership is essential for organizational success. Leaders must not only manage daily operations but also inspire, develop, and coach their teams to reach their full potential. This program equips participants with practical tools to enhance their leadership skills, focusing on developing talent, driving performance, and fostering a culture of continuous improvement. By adopting coaching strategies and honing their management competencies, leaders will be empowered to make a significant impact on their teams and organizations.

Objectives

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

- Understand the core principles of effective leadership and the pursuit of excellence.
- Develop key management competencies to lead teams to success.
- Equip themselves with coaching and mentoring skills to support staff development.
- Foster an environment of peak performance and continuous improvement.
- Use performance goals, feedback, and motivation techniques to drive individual and team success.
- Apply strategic leadership tools to handle change and make decisive actions.

Target Audience

- Senior Executives and Directors
- Department Managers and Team Leaders
- HR and Organizational Development Professionals
- Aspiring Managers and High-Potential Leaders
- Coaches, Mentors, and Leadership Consultants
- Project and Program Managers
- Business Owners and Entrepreneurs
- Professionals seeking to enhance their leadership, coaching, and talent development skills.

5-Day Training Outline

Day 1: Strategic Equipping for Leadership

- Changing the Manager's roles
- What is real Leadership?

- How to equip Leaders for excellence
- The pursuit of excellence
- Developing key management competencies to create excellence
- 12 Ways to Develop your Staff potential and talent
- The Manager as a Change agent
- The need for peak performance
- Activators, Behaviours, and consequences
- Benefits for the organization, manager, and performer

Day 2: The Manager as a Coach and Mentor

- What is coaching?
- Why is coaching so important?
- Making the transition from Manager to Coach
- Qualities and attributes of a good Coach
- Develop the Coaching Model
- What does coaching achieve?
- Deciding When and How to coach
- Select the appropriate coaching style
- Arranging a coaching session
- Use the "GROW" model
- Measuring and observing performance
- How to appraise a person's performance
- The link with feedback motivation

Day 3: The Coaching / Motivation Process and Skills

- Influencing the readiness to change
- The importance of handling change
- Gaining a personal commitment to change
- Raising their effectiveness through questioning
- Motivation as a lever
- Setting action-orientated performance goals
- End goals, performance goals, and process goals
- Working your goal setting strategy
- Developing efficient Time management
- Learn to prioritize your time
- The importance of essential Listening skills
- Developing the cycle for continuous improvement

Day 4: Putting Coaching & Counselling to Work

- Understanding the performer's agenda
- Coaching the subconscious mind
- Knowing what improvements to aim for
- Exploring barriers to progress
- Replacement principle
- Coaching the right performance attitude
- Making appropriate attitude adjustments
- Knowing what empowering improvement to aim for
- Leading by example
- Develop appreciation within and without

- The coach's role as a facilitator

Day 5: Coaching for Decisive Action

- Adopting the approach, process, and skills as a way of life
- Self-coaching to fit your aims and objectives - personal discipline
- Improving your ability to make decisions
- Ten steps to vital decision making
- Choosing Pro-Active leadership
- Understand the Circle of control
- How to be pro-active in your relationships
- How to apply Persistence Performance
- Using the learned skills to apply at every level
- Ten essential qualities of a successful Corporate Executive

Registration form on the Training Course: Practical Tools for Effective Leadership & Developing Talents

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

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Payment Method

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