



*Training Course:  
Maintenance Leadership: Building Effective  
Teams*

*2 - 13 November 2026  
Kigali (Rwanda)*

## Training Course: Maintenance Leadership: Building Effective Teams

Training Course code: LS235494 From: 2 - 13 November 2026 Venue: Kigali (Rwanda) - Training Course Fees: 9700 € Euro

### Introduction

This training program, meticulously designed by Global Horizon Training Center, aims to empower maintenance leaders with the skills and knowledge necessary to build, lead, and maintain high-performing teams. Recognizing that leadership in maintenance is not just about managing tasks but also about inspiring and guiding teams towards excellence, this course provides a comprehensive approach to team building, leadership strategies, and effective communication. Participants will explore the critical role of a leader in fostering teamwork, motivation, and a positive work culture, ultimately driving organizational success.

### Objectives

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

- Understand the principles of effective leadership and team dynamics within a maintenance environment.
- Develop strategies for building and leading high-performance maintenance teams.
- Enhance communication and conflict resolution skills for better team collaboration.
- Apply motivational techniques to boost team morale and productivity.
- Implement best practices in maintenance leadership to achieve operational excellence.
- Evaluate team performance and provide constructive feedback for continuous improvement.
- Foster a culture of safety, accountability, and continuous learning within the maintenance team.

### Methodology

The course utilizes a blend of interactive learning approaches, including:

- Lectures and Presentations: Foundational knowledge will be delivered through engaging presentations and expert-led discussions.
- Case Studies: Real-world scenarios will be analyzed to connect theory with practice.
- Group Discussions: Participants will engage in group activities to share experiences and develop collaborative solutions.
- Workshops and Simulations: Hands-on exercises will simulate real-life challenges, allowing participants to practice leadership techniques in a controlled environment.

- Role-Playing: Participants will take on leadership roles in scenarios to practice and refine their skills.
- Feedback Sessions: Regular feedback will be provided to reinforce learning and guide improvement.

## Organizational Impact

Implementing the skills learned in this program will have the following impacts on the organization:

- Improved Team Performance: Leaders will be equipped to build and lead more cohesive and effective maintenance teams.
- Enhanced Productivity: By fostering a motivated and well-coordinated team, overall productivity and efficiency in maintenance operations will increase.
- Reduced Downtime: Effective team leadership will lead to quicker problem-solving and less equipment downtime, benefiting overall operational efficiency.
- Higher Employee Satisfaction: Improved leadership will create a positive work environment, increasing job satisfaction and reducing turnover.
- Stronger Safety Culture: Leaders will promote and enforce safety practices, leading to a safer workplace and reduced accidents.
- Cost Savings: Better-managed teams will result in reduced operational costs through optimized resource utilization and minimized errors.

## Target Audience

This program is designed for:

- Maintenance Managers and Supervisors
- Team Leaders and Coordinators in Maintenance Departments
- Aspiring Maintenance Leaders
- Engineering Managers with maintenance team responsibilities
- Professionals seeking to enhance their leadership skills in a maintenance setting

## Outlines:

Day 1:

Introduction to Maintenance Leadership

- Overview of maintenance leadership roles and responsibilities

- Key qualities of effective maintenance leaders
- Understanding team dynamics and their impact on maintenance operations

#### Day 2:

##### Building and Leading High-Performance Teams

- Principles of team building and development
- Strategies for assembling and maintaining high-performing teams
- Identifying and leveraging team members' strengths

#### Day 3:

##### Effective Communication Skills for Leaders

- Importance of communication in leadership
- Techniques for clear and effective communication within teams
- Overcoming communication barriers in maintenance environments

#### Day 4:

##### Motivating Your Maintenance Team

- Understanding motivation theories and their application
- Techniques for motivating diverse teams
- Creating a motivating work environment

#### Day 5:

##### Conflict Resolution and Problem-Solving

- Identifying common sources of conflict in maintenance teams
- Techniques for conflict resolution and negotiation
- Collaborative problem-solving methods

#### Day 6:

##### Performance Management and Feedback

- Setting performance standards and expectations
- Techniques for evaluating team performance
- Providing constructive feedback and coaching for improvement

Day 7:

#### Safety Leadership in Maintenance

- The role of a leader in promoting a safety culture
- Best practices for safety management and compliance
- Developing and implementing safety protocols

Day 8:

#### Continuous Improvement and Innovation

- Encouraging innovation and continuous improvement in maintenance processes
- Techniques for process optimization and efficiency
- Implementing change management strategies

Day 9:

#### Leadership Challenges and Solutions

- Common challenges faced by maintenance leaders
- Case studies and solutions for overcoming leadership challenges
- Building resilience and adaptability as a leader

Day 10:

#### Action Planning and Wrap-Up

- Developing a personal leadership action plan
- Setting goals for ongoing leadership development
- Course review, participant presentations, and feedback

## Registration form on the Training Course: Maintenance Leadership: Building Effective Teams

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

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Company Information

Company Name: .....  
 Address: .....  
 City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
- Please invoice me
- Please invoice my company

### Easy Ways To Register

Telephone:  
+201095004484 to  
provisionally reserve your  
place.

Fax your completed  
registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
or training@gh4t.com

Complete & return the  
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