



*Training Course:
Building Stronger Relationships for a Stronger
Organisation*

*14 - 18 June 2027
Kigali (Rwanda)*

Training Course: Building Stronger Relationships for a Stronger Organisation

Training Course code: LS1135 From: 14 - 18 June 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

Great leadership is built on the foundation of trust, communication, and the ability to inspire and motivate others. Effective leaders not only manage their teams but also empower and develop them to reach their full potential. This seminar is designed to help you harness your leadership capabilities to foster a positive work environment, build strong relationships, and guide your team towards success. It focuses on how to build trust, motivate your team, and create a culture of continuous growth and innovation.

As a leader, understanding how to manage people, provide constructive feedback, and create opportunities for personal and professional development will enable you to lead effectively. This seminar will give you the tools to improve your interpersonal communication, enhance your leadership style, and create a cohesive team that contributes to the organization's long-term success.

Objectives

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

- Inspire and motivate teams to reach greater skills and performance.
- Recognize and seize opportunities for strategic alliances within the team and with superiors.
- Develop a visionary leadership style that is adaptable to various situations.
- Identify leadership strengths and areas for improvement in themselves and their staff.
- Become effective coaches, mentors, and communicators.
- Tailor leadership strategies to meet the needs of individual team members.

Target Audience

- Team Leaders and Supervisors who want to enhance their leadership abilities and motivate their teams effectively.
- Managers at all levels aiming to improve interpersonal relationships and leadership strategies.
- HR and Organizational Development Professionals focused on leadership development and team growth.
- Senior Leaders and Executives looking to improve their leadership communication and team dynamics.
- Project Managers who need to lead cross-functional teams and manage stakeholders.
- Professionals Transitioning into Leadership Roles who want to develop essential leadership skills.
- Individuals Responsible for Employee Development looking to improve team performance through effective leadership and coaching.

5-Day Training Outline

Day 1: The Empowering Tools of Leadership: Motivating and Delegating

- Understanding key motivational factors and their impact on team performance.
- Tailoring motivational approaches to different team members and situations.
- Overcoming barriers to delegation and identifying effective delegation styles.
- The difference between doing, leading, and managing.
- Guidelines for delegation: How, when, and to whom to delegate tasks effectively.

Day 2: The Attributes and Characteristics of Successful Leadership

- Key characteristics of highly effective leaders.
- Traditional vs. transformational leadership styles.
- Adapting leadership styles to team needs and challenges.
- Developing a leadership mindset.
- Emotional intelligence and its role in leadership.
- Decision-making skills for proactive leadership.
- Building and maintaining an effective, proactive team.

Day 3: Coaching for Top Quality Performance

- Transitioning from performance appraisals to continuous performance management.
- Assessing employee performance fairly and without bias.
- Identifying managerial barriers to effective performance appraisals.
- Leadership and coaching: Developing your own leadership and coaching style.
- Using performance management as a leadership strategy for team growth.

Day 4: How to Become an Environmental Change Agent

- Understanding and creating a learning environment for team growth.
- Senge's Five Disciplines of Learning Organizations.
- Personal mastery and developing skills to create the results you want.
- Mental models and their impact on leadership and decision-making.
- Building a shared vision and commitment in your team.
- Systems thinking: Understanding the forces that shape organizational behavior.

Day 5: Building Effective Communication Skills

- The importance of interpersonal communication in leadership roles.
- Building trust and credibility through effective communication.
- Managing perceptions and communicating with clarity.
- Improving self-concept for better leadership success.
- Communicating clearly and concisely, especially in complex or high-stakes situations.

Registration form on the Training Course: Building Stronger Relationships for a Stronger Organisation

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