



*Training Course:
Achieving Leadership For Excellence*

*11 - 15 January 2027
Madrid (Spain)*

Training Course: Achieving Leadership For Excellence

Training Course code: LS1131 From: 11 - 15 January 2027 Venue: Madrid (Spain) - Training Course Fees: 5775 € Euro

Introduction

The Achieving Leadership for Excellence seminar focuses on developing and motivating high-performance teams. This seminar emphasizes the leader's ability to adapt various leadership approaches, experiment with innovative methods, and empower their teams to achieve sustainable performance improvements. Participants will explore leadership from different perspectives, with an emphasis on personal growth and organizational impact.

Rather than prescribing a single "correct" leadership style, this seminar encourages delegates to tailor leadership techniques to their own preferences and organizational needs. Through this approach, leaders will be better equipped to foster an environment that promotes collaboration, engagement, and continuous growth, while positively influencing the organizational culture.

Objectives

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

- Understand the fundamentals of high-performance teams.
- Learn how to communicate effectively and provide constructive feedback.
- Identify and leverage leadership styles that inspire and motivate.
- Explore delegation techniques and understand their impact on team dynamics.
- Apply tools for motivating and developing team members.
- Learn strategies to foster a learning environment that promotes growth and development.
- Implement performance management practices that enhance team effectiveness.
- Develop leadership strategies that align with organizational goals and drive success.

Target Audience

This seminar is ideal for:

- Senior Leaders and Executives who wish to refine their leadership strategies and build high-performing teams.
- Middle Managers and Supervisors looking to develop the skills necessary to lead and motivate their teams effectively.
- HR Professionals involved in leadership development, performance management, and team building.
- Team Leaders wanting to improve their ability to inspire, delegate, and manage their teams.
- Project Managers responsible for leading and guiding teams to meet strategic goals.
- Aspiring Leaders who aim to develop their leadership capabilities and take on more responsibilities in the future.

5-Day Training Outline

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

- Identifying the key factors that drive motivation within teams.
- Understanding different motivational theories and their application in the workplace.
- Tailoring motivational efforts to meet individual needs.
- Exploring the benefits and barriers to effective delegation.
- Identifying different delegation styles and when to use them.
- Evaluating employees and determining the appropriate delegation strategies.
- Understanding the difference between leading, managing, and doing.

Day 2: The Attributes and Characteristics of Successful Leadership

- Exploring the characteristics of highly effective leaders.
- Understanding the difference between traditional and transformational leadership.
- Using flexible leadership styles that adapt to varying situations.
- Developing a leadership mindset to inspire and lead effectively.
- Applying emotional intelligence in leadership to enhance team dynamics.
- Practicing effective decision-making skills in challenging situations.
- Building and maintaining an effective, proactive team.

Day 3: Coaching for Top Quality Performance

- Transitioning from performance appraisals to continuous performance management.
- Identifying managerial barriers to effective performance appraisals.
- Assessing employees' performance fairly and without bias.
- The benefits of ongoing performance management and leadership coaching.
- Understanding your own leadership and coaching style—strengths and gaps.
- Using performance management as a leadership strategy for team development.

Day 4: How to Become an Environmental Change Agent

- Defining a learning environment and its role in leadership development.
- Understanding Senge's five learning disciplines and their application.
- Developing personal mastery to expand leadership capacity.
- Recognizing the role of mental models in shaping leadership behavior.
- Building a shared vision and fostering team commitment.
- Promoting team learning and creating a synergistic environment.
- Understanding systems thinking and its relevance in leadership decision-making.

Day 5: Building Effective Communication Skills

- Understanding the importance of interpersonal communication for leaders.
- Building trust and credibility through effective communication.
- Managing perceptions and communicating clearly with team members.
- Improving self-concept to enhance leadership success.
- Delivering clear and concise messages that inspire action.
- Navigating communication challenges and overcoming barriers.

Registration form on the Training Course: Achieving Leadership For Excellence

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

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Address:
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Full Name (Mr / Ms / Dr / Eng):
Position:
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Personal E-Mail:
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Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
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