Management And Leadership

Leading Teams for Emerging Leaders

Course Introduction

The Leading Teams for Emerging Leaders course is designed to equip new and aspiring leaders with the skills, mindset, and confidence needed to lead teams effectively. Participants will learn how to manage team dynamics, communicate with impact, motivate and inspire team members, and address conflicts constructively. Through hands-on activities, case studies, and practical leadership exercises, participants will build the tools required to guide their teams toward achieving shared objectives, cultivating high performance, and fostering a culture of accountability and trust.

Target Audience

- New and aspiring leaders transitioning into leadership roles.
- Team leads or supervisors seeking to sharpen their leadership skills.
- Emerging leaders who want to enhance their ability to manage and inspire teams.
- Professionals preparing for greater responsibilities in team management.

Learning Objectives

- Develop the leadership mindset and behaviors needed for team success.
- Communicate effectively to align team efforts and goals.
- Motivate and inspire team members to maximize performance.
- Handle team dynamics, delegate tasks effectively, and manage conflict.
- Drive accountability and maintain high standards of performance within teams.
- Cultivate trust, collaboration, and innovation within the team environment.

Course Outline

- **01 Day One**

  Foundations of Leadership and Team Dynamics

  - Introduction to Leadership for Emerging Leaders
  - Understanding the roles and responsibilities of leaders
  - Key leadership traits and behaviors
  - Differences between management and leadership

  Team Dynamics and Group Development
  - Tuckman's team development model (Forming, Storming, Norming, Performing)
  - Understanding individual and team roles
  - Fostering collaboration and leveraging team diversity

  Establishing Trust and Credibility
  - Building trust as a new leader
  - Leading by example and ethical leadership
  - Communicating with authenticity and transparency

- **02 Day Two**

  Communication and Influencing Skills

  - Effective Communication for Leaders
  - The power of active listening
  - Tailoring communication styles to different team members
  - Communicating vision and strategy clearly

  Giving and Receiving Feedback
  - Providing constructive and positive feedback
  - Receiving feedback from team members for continuous improvement
  - Conducting effective one-on-one sessions

  Influencing and Persuasion
  - Techniques to influence and inspire your team
  - Navigating power dynamics and decision-making
  - Building rapport and trust to influence without authority

- **03 Day Three**

Motivation and Team Performance

- Motivating Your Team
- Motivation theories (Maslow, Herzberg, McClelland) and their practical applications
- Understanding individual motivators and team dynamics
- Recognizing and rewarding achievements to boost morale

Building High-Performing Teams

- Characteristics of high-performance teams
- Establishing team goals, roles, and responsibilities
- Fostering collaboration, innovation, and accountability

Leading Remote and Hybrid Teams

- Managing virtual team dynamics
- Effective communication in remote settings
- Tools and strategies for maintaining engagement in hybrid teams

- **04 Day Four**

Delegation, Empowerment, and Conflict Management

- The Art of Delegation
- Identifying tasks to delegate and assigning them effectively
- Empowering team members to take ownership and initiative
- Balancing control with autonomy to avoid micromanagement

Conflict Management and Resolution

- Identifying the root causes of conflict in teams
- Conflict resolution strategies (negotiation, mediation)
- Promoting a culture of constructive debate and problem-solving

Managing Difficult Conversations

- Approaching sensitive topics with diplomacy
- Navigating challenging conversations with team members
- Managing emotions and maintaining professionalism

- **05 Day Five**

Accountability, Continuous Improvement, and Leadership Growth

- Driving Accountability in Teams
- Setting clear expectations and performance standards

• Holding team members accountable for their actions and results

• Creating a culture of responsibility and ownership

Coaching and Mentoring for Team Development

• Developing your team through coaching and mentoring

• Creating a growth-oriented feedback culture

• Strategies for leadership coaching and empowering team members

Personal Leadership Development

• Self-assessment of leadership strengths and areas for improvement

• Developing emotional intelligence (EQ) for leadership success

• Creating a personal leadership development plan

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 7, 2025	April 11, 2025	5 days	4950.00 $	France - Paris
May 5, 2025	May 9, 2025	5 days	4950.00 $	Austria - Vienna
Sept. 22, 2025	Sept. 26, 2025	5 days	4250.00 $	UAE - Dubai
Dec. 15, 2025	Dec. 19, 2025	5 days	4250.00 $	UAE - Abu Dhabi