



Management And Leadership

The Technical Leader's Journey: Transforming Technical Skills into Leadership Excellence

Course Introduction

Transitioning from a technical role to a management position requires a shift from focusing on tasks to leading and empowering others. While technical expertise is crucial, the true mark of a successful manager lies in their ability to motivate, influence, and build high-performing teams.

The Technical Leader's Journey:

Transforming Technical Skills into Leadership Excellence is a comprehensive five-day program designed to equip technical professionals with the interpersonal and leadership skills necessary to succeed in management roles. Participants will explore emotional intelligence, team dynamics, motivation strategies, and practical leadership tools to drive performance and achieve organizational goals. This hands-on course provides practical models and techniques that can be immediately applied in real-world situations to improve managerial effectiveness and team engagement.

Target Audience

- Technical Professionals moving into managerial roles
- Project Managers who need to lead cross-functional teams
- Team Leaders and Supervisors with a technical background
- Subject Matter Experts (SMEs) taking on leadership responsibilities
- Engineers, IT Specialists, Analysts, and Technicians preparing for people management roles

Learning Objectives

At the end of this training course, participants will be able to:

- Recognize the key challenges faced by technical professionals transitioning into management
- Develop emotional intelligence to enhance interpersonal relationships
- Identify team dynamics and leverage them to build high-performing teams
- Apply motivation techniques to inspire and empower team members
- Influence others through effective communication and questioning techniques
- Provide constructive feedback and resolve conflicts effectively
- Develop a personal leadership style that gains trust, respect, and commitment

Course Outline

• 01 Day One

The Shift from Specialist to Leader

- Understanding the difference between technical expertise and managerial effectiveness
- The core responsibilities of a manager versus a technical contributor
- Overcoming challenges in transitioning to a leadership role
- Building trust and credibility as a new manager
- Recognizing the impact of beliefs, values, and attitudes on leadership behaviour

• 02 Day Two

Emotional Intelligence and Team Dynamics

- The role of emotional intelligence (EQ) in leadership
- Developing self-awareness, self-regulation, and empathy
- Understanding team dynamics and the stages of team development
- Identifying different personality types and adapting your approach
- Building collaborative and cohesive teams

• 03 Day Three

Motivating and Influencing Your Team

- Understanding intrinsic vs. extrinsic motivation
 - Avoiding common mistakes with motivation strategies
 - Identifying what motivates different individuals
 - Using the power of influence rather than authority
 - Recognizing and leveraging different sources of power
 - Encouraging accountability and responsibility within your team
- **04 Day Four**

Communication, Feedback, and Conflict Resolution

- The importance of effective communication in leadership
 - Developing questioning and active listening skills
 - Providing constructive feedback – positive and negative
 - Resolving interpersonal conflicts within teams
 - Breaking down interpersonal barriers to improve collaboration
- **05 Day Five**

Personal Leadership Development and Sustaining Success

- Identifying your leadership style and how to enhance it
- Developing a personal leadership action plan
- Sustaining motivation and performance over time
- Creating a culture of continuous improvement within your team
- Recognizing the importance of good “fellowship” in leadership
- Committing to lifelong learning and leadership growth

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 21, 2025	April 25, 2025	5 days	4250.00 \$	UAE - Dubai
May 19, 2025	May 23, 2025	5 days	4950.00 \$	France - Paris
July 6, 2025	July 10, 2025	5 days	4250.00 \$	KSA - Riyadh

FROM	TO	DURATION	FEES	LOCATION
Nov. 24, 2025	Nov. 28, 2025	5 days	4250.00 \$	UAE - Dubai