



British Training

**Transformational Leadership Advanced Strategies for Senior Managers
and Team Leaders Training Course**

#LD4360

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Introduction:

Navigating the complexities of modern organizational leadership requires a blend of strategic vision, emotional intelligence, and adaptive decision-making. The British Training Center, renowned for its expertise in cultivating high-impact leadership, presents this immersive program designed to empower senior managers and team leaders with the tools to inspire teams, drive innovation, and foster sustainable growth. Through a dynamic blend of theory, real-world case studies, and interactive exercises, participants will refine their ability to lead with confidence in an era of rapid change and evolving workplace dynamics.

Training Objectives and Impact:

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

- Develop a strategic leadership mindset aligned with organizational goals.
- Enhance emotional intelligence to manage diverse teams effectively.
- Master advanced communication techniques for influencing stakeholders.
- Design and implement frameworks for fostering innovation and agility.
- Resolve complex conflicts while maintaining team cohesion.
- Leverage data-driven decision-making to optimize outcomes.
- Cultivate a culture of continuous learning and employee development.
- Lead organizational change initiatives with minimal resistance.

Targeted Competencies and Skills:

- Strategic Leadership.
- Conflict Resolution.
- Emotional Intelligence.
- Change Management.
- Stakeholder Communication.
- Coaching and Mentoring.

Target Audience:

This program is tailored for:

- Senior Managers overseeing cross-functional teams.
- Team Leaders responsible for driving day-to-day operations.
- Project Managers aiming to strengthen leadership capabilities.
- HR Professionals involved in leadership development.
- Executives transitioning into higher strategic roles.

Course Content:

Unit One - Foundations of Strategic Leadership:

- Defining the role of leadership in modern organizations.
- Aligning leadership styles with organizational vision.
- Balancing short-term results with long-term strategic goals.
- Case study: Leading through market disruption.
- Tools for assessing leadership impact.
- Ethical decision-making frameworks.

Unit Two - Emotional Intelligence for Leaders:

- Understanding the four pillars of emotional intelligence.
- Techniques for managing stress and burnout in teams.
- Building empathy to enhance team collaboration.
- Role-playing scenarios for conflict de-escalation.
- Strategies for fostering psychological safety.

Unit Three - Advanced Communication and Influence:

- Crafting persuasive narratives for stakeholder buy-in.
- Non-verbal communication in multicultural settings.
- Active listening techniques for resolving misunderstandings.
- Negotiation tactics for win-win outcomes.
- Leveraging digital communication tools effectively.

Unit Four - Driving Innovation and Agility:

- Creating a culture that embraces experimentation.
- Identifying and mitigating barriers to innovation.
- Agile methodologies for rapid decision-making.
- Case study: Scaling innovation in established organizations.
- Tools for prioritizing and testing new ideas.

Unit Five - Conflict Resolution and Team Dynamics:

- Diagnosing root causes of team conflicts.
- Mediation techniques for resolving interpersonal disputes.
- Building consensus in polarized environments.
- Role of trust in maintaining team cohesion.
- Post-conflict relationship rebuilding strategies.

Unit Six - Data-Driven Leadership Decisions:

- Interpreting key performance metrics for strategic insights.
- Balancing intuition with data analytics.
- Scenario planning for risk mitigation.
- Workshop: Designing a data-informed action plan.
- Communicating data insights to non-technical audiences.

Unit Seven - Coaching and Talent Development:

- Differentiating coaching, mentoring, and training.
- Creating personalized development plans for team members.
- Techniques for delivering constructive feedback.
- Retaining top talent through career-path alignment.
- Case study: Succession planning in global organizations.

Unit Eight - Leading Organizational Change:

- Stages of change adoption and resistance management.
- Communicating vision during transformational shifts.
- Engaging middle management as change champions.
- Tools for measuring change initiative success.
- Crisis leadership and adaptive recovery strategies.

Unit Nine - Building High-Performance Teams:

- Characteristics of high-performing teams.
- Delegation strategies to maximize efficiency.
- Motivating remote and hybrid teams.
- Diversity and inclusion as performance drivers.
- Team-building exercises for fostering collaboration.

Unit Ten - Sustaining Leadership Legacy:

- Reflective practices for continuous self-improvement.
- Balancing professional growth with personal well-being.
- Creating a leadership legacy through mentorship.
- Case study: Transitioning leadership roles seamlessly.
- Developing a post-program leadership action plan.