



**British Training**

## **Core Leadership Strategies for Organizational Excellence Training Course**

**#LD9405**

# Core Leadership Strategies for Organizational Excellence Training Course

## Introduction:

Effective leadership is the cornerstone of driving team performance and achieving organizational goals. Recognizing this, British Training Center has designed a comprehensive program to equip supervisors and managers with the tools needed to inspire, guide, and lead with confidence. This course addresses real-world challenges faced by leaders, blending theory with actionable strategies to foster growth, collaboration, and accountability across teams.

## Training Objectives and Impact:

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

- Apply adaptive leadership styles to motivate diverse teams.
- Utilize effective communication techniques to resolve conflicts and build trust.
- Implement decision-making frameworks for strategic problem-solving.
- Foster a culture of continuous improvement through feedback and coaching.
- Align team objectives with organizational vision and values.
- Manage performance metrics to drive accountability and productivity.
- Leverage emotional intelligence to navigate workplace dynamics.

## Targeted Competencies and Skills:

- Adaptive Leadership.
- Conflict Resolution.
- Strategic Decision-Making.
- Emotional Intelligence.
- Performance Management.
- Collaborative Communication.

## Target Audience:

### This program is tailored for:

- Current and aspiring supervisors.
- Mid-level managers across industries.
- Team leaders transitioning to managerial roles.
- Project coordinators overseeing cross-functional teams.
- Department heads aiming to refine leadership practices.

## **Course Content:**

### **Unit One - Foundations of Effective Leadership:**

- Defining leadership vs. management in modern workplaces.
- Core principles of servant and transformational leadership.
- Assessing personal leadership styles through self-reflection tools.
- The role of emotional intelligence in building rapport.
- Aligning leadership practices with organizational culture.
- Case studies on leadership successes and failures.

### **Unit Two - Communication Strategies for Influence & Engagement:**

- Active listening techniques to foster open dialogue.
- Crafting persuasive messages for diverse audiences.
- Delivering constructive feedback without demotivating teams.
- Navigating non-verbal communication and virtual interactions.
- Managing difficult conversations with empathy and clarity.
- Cross-cultural communication best practices.

### **Unit Three - Building High-Performing Teams:**

- Stages of team development and role clarity.
- Delegating tasks based on strengths and growth opportunities.
- Creating recognition systems to boost morale.
- Addressing low engagement and siloed workflows.
- Strategies for fostering innovation and collaboration.
- Succession planning and talent pipeline development.

### **Unit Four - Decision-Making & Problem-Solving Frameworks:**

- Analytical vs. intuitive decision-making approaches.
- Using SWOT and PESTLE models for strategic planning.
- Balancing data-driven insights with ethical considerations.
- Mitigating risks in high-pressure scenarios.
- Collaborative problem-solving through brainstorming techniques.
- Scenario-based simulations for real-world application.

### **Unit Five - Driving Accountability & Sustainable Results:**

- Setting SMART goals and KPIs for teams.
- Monitoring progress with agile performance dashboards.
- Coaching techniques to address skill gaps.
- Addressing underperformance with corrective action plans.
- Conflict resolution models for maintaining team cohesion.
- Embedding a culture of continuous learning and adaptation.