MERCURY

Leadership Development: Self-Awareness, Skills and Strategies

19 – 23 July 2027
Kigali (Rwanda)



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Leadership Development: Self-Awareness, Skills and Strategies

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Introduction

The leadership self-awareness, skills, and strategies course empowers all organizational levels with the insights, skills, and strategies necessary to achieve their full leadership potential by recognizing the crucial role of self-awareness skills in effective leadership development.

This leadership self-awareness, skills, and strategies course integrates critical aspects of self-awareness into each component of leadership development.

Leadership demands a profound understanding of oneself. Research consistently demonstrates that self-awareness and self-management are vitally essential attributes of successful leaders.

This leadership self-awareness, skills, and strategies course will guide participants toward achieving a heightened level of self-awareness and equip them with practical leadership tools to drive their journey toward self-actualization.

The Importance of Self-Awareness in Leadership

Self-awareness in leadership is not merely an intrinsic quality but also a skill that can be developed and honed. By understanding Personal strengths, weaknesses, emotional triggers, and values, leaders can make more informed decisions, communicate more effectively, and inspire and motivate their teams with more significant impact.

Targeted Groups

- Managers at all levels.
- Supervisors and team leaders.
- Human resources professionals.
- Individuals seeking leadership skills enhancement.

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Course Objectives

Upon completion of this leadership self-awareness, skills, and strategies course, participants will be able to:

- View leadership from a new and higher-level perspective.
- Discover and analyze their leadership style and tendencies.
- Grow in personal power and effectiveness.
- Discover and build upon their intrinsic leadership qualities.
- Understand, develop, and employ the emotional forces within them.
- Develop the critical interpersonal skills essential for leading others.
- Discover the “inner” leader as a source of growth.
- Tap into your unique, hidden personal power.
- Take team development to new levels of achievement.
- Learn to lead through excellent communication skills.
- Have the ability to understand and relate to people in the organization.
- Avoid many of the problematic people and HR problems that plague many organizations.
- Possess skills that are now considered to have a more significant impact on organizational performance than traditional measures of intelligence, such as IQ.
- Promote increased employee cooperation, motivation, productivity, and profits.
- Understand themselves and their potential more clearly.
- Recognize their own emotions as well as the emotions of others.
- Resolve conflict more effectively.
- Improve their ability to communicate, influence, and work with others.

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Targeted Competencies

- Leadership skills.
- Team management.
- Performance management.
- Emotional intelligence.
- People skills.
- Communication skills.

Course Content

Unit 1: Master Keys of Effective Leadership

- The principles of leadership.
- The mind of the leader.
- The heart of the leader.
- The practices of influential leaders.
- The five roles leaders play.
- Leadership self-assessment.
- Rebalance your leadership style for optimal results.

Unit 2: Towards Emotional Self-Awareness

- Growing your power.
- Achieving emotional excellence.
- Self-leadership through inner mastery.
- Success through a positive attitude.
- Your time and your life.
- Increasing personal productivity.
- Direction through personal integrity.
- Designing a strategic plan for your life and career.

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Unit 3: Mastering People Skills

- Understanding interdependence.
- Winning through effective communication.
- The active listening model.
- The four styles of communication.
- Dealing with conflict constructively.
- Using the principles of influence and persuasion.
- Speaking and presenting skillfully.
- The art of win-win negotiation.

Unit 4: Building and Leading Extraordinary Teams

- How does a high-performing team differ from a traditional workgroup?
- The three elements of high-performance teams.
- Understanding the four types of teams.
- The stages of team development.
- Team dynamics: How do teams work?
- Understanding and optimizing team member styles.
- Leading through trust.
- Leading through change.

Unit 5: Performance Management

Enhancing coaching and performance discussions through a self-aware leadership approach:

- Igniting team creativity.
- The art of practical coaching.
- Conducting practical performance discussions.
- Positive discipline through expectations.
- Delegating and empowering the right way.
- The situational leadership model.
- How to analyze development needs.
- Using practical tools for managing performance.