



Leadership Mastery: Realizing Your Leadership Potential Through Self-Discovery

25 January – 5 February 2027
Dar es Salaam (Tanzania)



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Introduction

Developing leadership skills is more than learning to be a good manager. Outstanding leadership is, first and foremost, an “inside job”. Before we can lead others with influence and confidence, we must find the inner qualities and strengths to lead ourselves with conviction. From this perspective, leadership manifests our unique personal power, purpose, and vision.

The inner journey of leadership mastery is a two-part program that focuses precisely on developing those vast inner resources we all possess.

The Journey of Self-Discovery in Leadership

Embarking on a journey of self-discovery is crucial for personal mastery in leadership. This self-discovery course lays the foundation for participants to become evocative leaders who understand the value of their leadership capital index and emotional intelligence in primal leadership.

Targeted Groups

- Managers.
- Supervisors and team leaders.
- Employees being prepared for managerial or supervisory roles.

Course Objectives

At the end of this leadership mastery and self-discovery course, the 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.
- Build a culture that promotes innovation and creativity.
- Please become familiar with different styles of thinking and identify their personal preferences.
- Develop creativity for transformational leadership.
- Learn how to find out what they don't know—and solve the real problem.
- Challenge existing approaches to workplace issues.
- Develop flexible, creative, and well-motivated teams.
- 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.

Targeted Competencies

- Leadership skills.
- Team management.
- Performance management.
- Communication skills.
- Emotional intelligence.
- Innovation and creativity.
- Problem-solving.
- Decision making.
- Time management.

Course Content

Unit 1: Master Keys of Effective Leadership

- Principles of leadership.
- The mind of the leader.
- The heart of the leader.
- 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.

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 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 teams work.
- Understanding and optimizing team member styles.
- Leading through trust.
- Leading through change.

Unit 5: Performance Management

- Igniting team creativity
- The art of practical coaching
- Conducting effective 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

Unit 6: Understanding Your Creativity

- Creativity and your personality.
- Understand and use personality styles as a management tool.
- Creative flexibility to manage effectively.
- Importance of perception.
- Maximizing our perceptual ability.
- Creativity and the holistic model.
- Creative people from the past.
- Building a creative model.

Unit 7: Generating Creativity

- Understand how creative thinking works.
- Developing openness to new ideas.
- The creative mind: Whole-brain thinking.
- Distinguish stages of the creative process.
- Recognize what makes excellent creative thinking.
- Identify and understand the creativity in others.
- Developing a creative environment.
- Consciousness and competence.

Unit 8: Strategies for Creative Problem Solving

- Problem-solving strategies.
- Getting in the right mindset.
- Taking risks and looking for paradigm shifts.
- Defining the real problem.
- Recognizing mental blocks to creativity.
- Brainstorming for solutions.
- Utilizing the SLIP technique.
- Utilizing the drill-down funnel.

Unit 9: Encouraging a Creative Climate at Work

- Releasing creativity at work.
- Fostering creativity.
- Incubating ideas.
- Challenging assumptions.
- Creativity for business breakthroughs.
- Sharpen your creative thinking: metaphors and analogies.
- Releasing creativity through coaching.

Unit 10: Leading on The Creative Edge

- Innovative leadership for excellent performance.
- Convergent, divergent thinking skills.
- Developing creative potential in teams.
- Understanding creative people.
- Motivating creative individuals at work.
- Interacting creatively.
- Planning your creative future.