MERCURY

Effective Leadership and Team Management

15 – 19 March 2027
London (UK)



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Ref: 121854_1054827 **Date:** 15 – 19 March 2027 **Location:** London (UK) **Fees:** 5800 Euro

Introduction

The Effective Leadership and Team Management course aims to develop the leadership capabilities of managers and supervisors, enhance organizational performance, and enable the efficient achievement of strategic objectives. It addresses the fundamental concepts of modern leadership, the roles of leaders in dynamic work environments, and how to build cohesive, effective teams. It focuses on developing motivation, delegation, and internal communication skills to balance individual and collective objectives.

Through this Effective Leadership and Team Management training course, participants will gain practical tools to analyze team dynamics and make decisions across various organizational situations. The program seeks to empower leaders to apply effective problem-solving strategies and foster a culture of teamwork, aligning with modern approaches to organizational management and leadership.

Targeted Groups

The Effective Leadership and Team Management course is for professionals and individuals seeking to acquire the following knowledge and skills:

- Executive managers and supervisors across various sectors.
- Department heads and deputy managers.
- Human resources and organizational development professionals.
- Individuals seeking to assume future leadership positions.
- Project and field team leaders.
- Business owners managing small or medium-sized teams.

Course Objectives

By the end of this Effective Leadership and Team Management course, participants will be able to:

- Develop the ability to analyze leadership styles and select the most appropriate style for each situation.
- Enhance effective communication skills with team members to achieve professional harmony.
- Build a motivating culture that encourages creativity and self-accountability.
- Acquire planning, guidance, and follow-up skills in dynamic work environments.
- Learn how to manage conflicts and make decisions based on facts and logical analysis.
- Apply participative leadership strategies to ensure team involvement in decision-making.
- Improve the ability to identify priorities and distribute tasks effectively.
- Align team objectives with organizational goals to achieve strategic integration.
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Develop a deep understanding of the leader's role as a catalyst for positive change within the organization.

Targeted Competencies

Participants will acquire the following competencies through the Effective Leadership and Team Management program:

- Competence in transformational and managerial leadership skills.
- Ability to build high-performing teams and address their challenges.
- Effective communication skills and the ability to guide teams toward results.
- Competence in problem-solving and strategic decision-making.
- Time management skills and the ability to prioritize team activities.
- Flexibility and the ability to adapt to organizational changes.
- Enhanced critical thinking skills and the ability to analyze leadership situations.
- Ability to manage performance and motivate employees to achieve objectives.

Studying Scenarios

In the Effective Leadership and Team Management training, participants will develop their capabilities through studying the following scenarios:

- Analyzing real-life situations involving leaders who faced challenges in managing teams with diverse backgrounds.
- Studying cases involving internal conflicts and how to transform them into development opportunities.
- Reviewing successful leadership experiences in complex work environments.
- Evaluating decision-making approaches within different project teams.
- Practically applying motivation and delegation techniques in real-life situations.

Course Content

Unit 1: Effective Leadership Concepts

- Definition of effective leadership and its importance in modern organizations.
- The difference between leadership and management and the roles of each.
- Essential characteristics of a successful leader.
- Different leadership styles and their applications in work environments.
- Transformational leadership and its role in enhancing organizational creativity.
- Ethical principles in the practice of responsible leadership.
- The importance of emotional intelligence in building successful professional relationships.
- Analyzing the challenges faced by leaders in changing organizations.

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Unit 2: Managing High-Performing Teams

- The concept of teams and their characteristics in contemporary organizations.
- Stages of team formation and performance development.
- Strategies for building trust among team members.
- The leader's role in fostering a positive, motivating work environment.
- Methods for enhancing collaboration and resolving conflicts within the team.
- Skills for effectively distributing roles and responsibilities.
- How to evaluate team performance using realistic performance indicators.
- Applying practical models for managing distributed or remote teams.

Unit 3: Communication and Influence in Leadership

- The importance of internal communication in the success of leaders and teams.
- Effective communication methods and avoiding misunderstandings.
- Active listening skills as a tool for building trust.
- Tools for persuasion and positively influencing employees.
- Dealing with different personality types within the team.
- Using feedback to improve collective performance.
- Fostering a culture of open dialogue within the work environment.
- Handling difficult and sensitive situations professionally and with leadership.

Unit 4: Motivation, Delegation, and Performance Management

- Principles of motivation and the drivers of human behavior in the workplace.
- The difference between intrinsic and extrinsic incentives.
- Task delegation strategies that enhance trust and accountability.
- How to monitor performance and provide constructive guidance.
- Dealing with low-performing employees.
- Building an effective and integrated performance evaluation system.
- Developing supervision and continuous follow-up skills.
- The leader's role in strengthening organizational commitment and a sense of belonging.

Unit 5: Leadership in Changing Environments and Future Challenges

- Understanding the dynamics of organizational change and planning to address it.
- The role of leadership in crisis management and achieving organizational stability.
- How to guide teams through technological or strategic transformations.
- Developing mental resilience among leaders and employees.
- Leading change toward a culture of innovation and continuous improvement.
- Applying digital leadership strategies in the modern era.
- Developing strategic thinking in a competitive environment.
- Planning for the future of sustainable organizational leadership.

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Final Insights & Key Takeaways

This course provides participants with an in-depth understanding of the principles of effective leadership and team management, along with practical tools for application in the modern workplace. It recommends applying the acquired leadership skills in daily practice to achieve organizational excellence and professional sustainability.