



Middle Management Development Program

23 – 27 November 2026
Dar es Salaam (Tanzania)



Middle Management Development Program

Ref: 9355_1061051 **Date:** 23 – 27 November 2026 **Location:** Dar es Salaam (Tanzania) **Fees:** 5300 Euro

Introduction:

Many middle-level managers have experience managing day-to-day problems. They are now ready for a far greater challenge: the challenge of becoming transformational leaders as well as managers. This middle management development course is about making that important transition and exploring and mastering the knowledge and skills that will confidently take you to that next level of competence.

This middle management development program will give you the skills to promote transformational leadership behaviors, real insights into your own and others' personalities, behaviors, and attitudes, appreciation for your organization's culture, understanding of your team's developmental stages and the corresponding team leadership style required of you, and knowledge of how to proactively engage and motivate your staff and manage change as well as yourself effectively.

Targeted Groups:

- Mid-level managers.
- Supervisors are ready to take on a wider role.

Course Objectives:

At the end of this middle management development course, the participants will be able to:

- Ensure they have all the core skills of highly effective leadership and management.
- Understand what drives individual behavior and the culture of your organization.
- Explore team dynamics, situational leadership, and how to get staff to play to their strengths.
- Implement strategic plans and motivate and reward excellence.
- Have a framework for managing change and your career development.
- Gain new insights into their leadership, personality, and team preferences and learn to display cognitive and behavioral flexibility.
- Learn how to read other's behavior and use that understanding to create a motivating environment for their staff.
- Understand their and others' preferred team roles and how to motivate their staff.
- Influence upwards in the organization by displaying a high level of political skill.
- Learn how to plan and lead change and your career path.

Targeted Competencies:

By the end of this middle management development training, the target competencies will:

- Leadership skills.
- Management skills.
- Change management.
- Coaching.
- Communication skills.
- Emotional Intelligence.

Understanding Middle Management Development and Training:

In this middle management training, participants will play a vital role in organizations, overseeing day-to-day operations and translating strategic goals into actionable plans. This middle management development course enhances leadership, communication, and decision-making skills.

This middle management development program provides practical training tailored to middle managers' responsibilities, helping them navigate challenges and drive team success. A middle management certificate validates their expertise and signifies readiness for higher-level roles.

Effective middle management training focuses on emotional intelligence, conflict resolution, and adaptability, fostering resilience and innovation among middle managers. Organizations invest in continuous learning and mentorship to develop agile leaders capable of navigating change and driving growth.

Course Content:

Unit 1: Moving from Management to Leadership:

- The Difference between Management and Leadership.
- Appreciating the Five Essential Leadership Approaches.
- Displaying Transformational Leadership Behaviors.
- 21st-Century Leadership Requirements.
- Leadership and Emotional Intelligence EI.
- Leadership and Organizational Political Skills.

Unit 2: Understanding Yourself, Others, and Organizational Cultures:

- Determining Your Own and Other's Personality Preferences.
- Using Personality Insights to Powerfully Influence Others.
- The Origin of Our Attitudes and Resulting Behaviour.
- Understanding the Nature and Types of Organizational Culture.
- Signs of a Healthy Organizational Culture.
- Maintaining a Supportive Organizational Culture.

Unit 3: Developing and Leading Your Team:

- Understanding Team Roles and Playing to Your Staff's Strengths.
- Team Formation Stages and Team Dynamics.
- Displaying the Relevant Team Leadership Style For Your Staff.
- Motivation Techniques for Greater Commitment and Performance.
- Knowledge Workers and the Psychological Contract.
- Providing Effective Feedback and Criticism.

Unit 4: Managing and Motivating Your Staff:

- Delegating Effectively.
- Setting Goals, SMART Objectives, and Personal Outcomes.
- Running Performance Appraisals that Work.
- Coaching, Mentoring, and On-the-Job Training.
- Praising Effectively by Acknowledging and Celebrating Achievements.
- Managing Upwards and Saying 'No' Skillfully.

Unit 5: Managing Change and Yourself Successfully:

- Understanding the Impact of Change On Your Staff.
- The Traditional Management of Change in Organisations.
- Managing Change More Effectively Using Insights From Neuroscience.
- Proactively Managing Your Career.
- Displaying Executive Presence, Gravitas, and Confidence.
- Developing and Implementing a Personal Action Plan.

Conclusion:

Completing a Middle Management Development Program equips participants with advanced leadership skills tailored to their roles. This Middle Management training program focuses on communication, decision-making, and team leadership, preparing middle managers to excel in their responsibilities.

Earning a middle management certificate demonstrates readiness for higher-level roles. It contributes to a robust leadership pipeline within the organization. This investment in developing middle managers ensures organizational agility and sustained growth in dynamic business environments.