MERCURY

Managing and Leading Others Training Course

23 – 27 August 2027
Cape Town (South Africa)



Dubai - UAE: +971 4 450 5697
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Ref: 15647_1065437 **Date:** 23 – 27 August 2027 **Location:** Cape Town (South Africa) **Fees:** 5300 Euro

Introduction:

In the dynamic landscape of modern organizations, effective management and leadership are pivotal for driving teams toward success. This Managing and Leading Others training course will equip participants with essential skills and insights to navigate challenges, foster team productivity, lead others, and manage yourself.

Through practical strategies and interactive learning, participants will gain the tools to inspire, motivate, and empower their teams to achieve organizational goals. This Managing and Leading Others course will elevate managerial capabilities, enhance leadership effectiveness, and cultivate a workplace culture of collaboration and innovation.

When considering your management style when leading other employees, reflect on how your personal approaches and strategies impact team dynamics and productivity. This Managing and Leading Others course aims to help you identify your unique leadership style and learn how to adapt it to manage yourself and others effectively.

Targeted Groups:

- Mid-level managers are aspiring to enhance their leadership skills.
- Team leaders are seeking to improve team performance and cohesion.
- Supervisors aim to manage and motivate their teams effectively.
- Emerging leaders looking to transition into managerial roles.
- Executives and senior managers interested in refining their leadership approach.
- Professionals are transitioning into management roles for the first time.
- Project managers need to lead cross-functional teams.
- HR professionals are supporting leadership development initiatives.
- Entrepreneurs are scaling their businesses and managing larger teams.
- Individuals tasked with leading change management initiatives within their organizations.

Course Objectives:

At the end of this Managing and Leading Others course, participants will be able to:

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- Develop essential leadership skills to manage teams effectively.
- Enhance communication abilities to articulate visions and goals clearly.
- Foster a collaborative and high-performing team environment.
- Acquire techniques for resolving conflicts and promoting harmony.
- Strengthen decision-making capabilities in leadership roles.
- Motivate and inspire teams to achieve organizational objectives.
- Implement effective coaching and mentoring strategies.
- Manage performance and drive results through strategic approaches.
- Lead teams through change with resilience and adaptability.

Targeted Competencies:

By the end of this Managing and Leading Others training, participants will:

- Effective Communication.
- Team Building.
- Conflict Resolution.
- Decision-Making.
- Motivation and Engagement.
- Coaching and Mentoring.
- Performance Management.
- Adaptability and Change Management.
- Strategic Thinking.

Course Content:

Unit 1: Foundations of Leadership:

- Understand the role of a leader in driving organizational success.
- Explore various leadership theories and their practical applications.
- Develop self-awareness and emotional intelligence to enhance leadership effectiveness.
- Cultivate resilience and adaptability in leadership roles.
- Set clear and achievable goals to motivate and guide teams.
- Establish ethical leadership practices and principles.
- Manage time and priorities effectively as a leader.
- Utilize feedback mechanisms to improve leadership skills continuously.
- Create a personal leadership development plan for ongoing growth.

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Unit 2: Communication Skills for Leaders:

- Master effective verbal and non-verbal communication techniques.
- Practising active listening to understand team members' perspectives.
- Tailor messages to diverse audiences within the organization.
- Conducting impactful presentations and public speaking engagements.
- Leverage digital communication tools for remote and virtual teams.
- Handle difficult conversations and conflict resolution professionally.
- Establish a culture of open communication and transparency.
- Write clear and concise emails, reports, and memos.
- Use storytelling techniques to inspire and influence others.

Unit 3: Team Building and Collaboration:

- Form cohesive teams based on strengths and complementary skills.
- Build trust and foster psychological safety within teams.
- Promote diversity and inclusivity to drive innovation and creativity.
- Facilitate team-building activities and workshops.
- Implement strategies for effective team decision-making.
- Resolve conflicts and manage disagreements constructively.
- Empower team members to take ownership and initiative.
- Celebrate team successes and achievements regularly.
- Create a supportive and motivating work environment.

Unit 4: Coaching and Development:

- Apply coaching models and frameworks to support team members' growth.
- Provide constructive feedback and performance evaluations.
- Develop personalized development plans aligned with career aspirations.
- Mentor junior leaders and emerging talents within the organization.
- Empower team members through skills training and continuous learning.
- Recognise individual and team achievements through rewards and incentives.
- Monitor progress and adjust coaching strategies as needed.
- Create a culture of knowledge sharing and mentorship.
- Build resilience and agility in teams through ongoing development.

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Unit 5: Leading Change and Innovation:

- Understand the stages of organizational change and transition.
- Develop strategies to navigate uncertainty and ambiguity.
- Lead by example to inspire a culture of innovation and creativity.
- Encourage risk-taking and learning from failure within teams.
- Align strategic objectives with innovative initiatives.
- Implement change management frameworks and methodologies.
- Communicate the rationale and benefits of change to stakeholders.
- Overcome resistance to change through effective communication.
- Monitor and evaluate the impact of innovation on organizational goals.