MERCURY

Exceptional Leader & Leadership Excellence

14 – 18 December 2026
Kigali (Rwanda)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
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Ref: 15693_1065770 **Date:** 14 – 18 December 2026 **Location:** Kigali (Rwanda) **Fees:** 5300 Euro

Introduction:

In today's dynamic and ever-changing business environment, the role of a leader extends far beyond traditional management. An exceptional leader is a visionary and a catalyst for change, driving innovation and inspiring excellence at every level of an organization. This Exceptional Leader and Leadership Excellence course is for those who embody the principles of leadership excellence, transforming their approach to empower change and foster a culture of achievement within their teams and organizations.

Through deeply exploring leadership principles, personal development, and practical applications, participants will be equipped with the tools to lead with integrity, influence, and impact. Embarking on this journey toward leadership excellence signifies a commitment to personal and professional growth. It is a dedication to making a meaningful difference in the lives of others and the success of their organizations, embodying the very essence of what makes an exceptional leader.

Leadership excellence is often characterized by the ability to transcend ordinary management skills to become a beacon of inspiration and resilience within an organizational context. Achieving leadership excellence involves mastering leadership essentials such as strategic vision, emotional intelligence, and decision-making while emphasizing the importance of authenticity and adaptability.

Targeted Groups:

- Senior Executives.
- Mid-Level Managers.
- Team Leaders.
- Project Managers.
- Emerging Leaders.
- HR Professionals.
- Organizational Development Specialists.
- Entrepreneurs.
- Business Owners.
- Department Heads.

Course Objectives:

At the end of this Exceptional Leader and Leadership Excellence course, the participants will:

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- Develop strategic leadership skills to drive organizational success.
- Enhance emotional intelligence for effective team management.
- Strengthen decision-making abilities in complex situations.
- Master advanced communication techniques to inspire and motivate.
- Cultivate conflict resolution strategies for a harmonious work environment.
- Lead and manage change with confidence and agility.
- Build and sustain high-performing teams.
- Foster critical thinking to solve problems innovatively.
- Adapt leadership styles to different scenarios and challenges.
- Encourage continuous personal and professional growth.

Targeted Competencies:

By the end of this Exceptional Leader and Leadership Excellence training, participants competencies will:

- Strategic Vision.
- Emotional Intelligence.
- Decision-Making.
- Communication Mastery.
- Conflict Resolution.
- Change Management.
- Team Building.
- Inspirational Leadership.
- Critical Thinking.
- Adaptability and Resilience.

Course Content:

Unit 1: Foundations of Exceptional Leadership:

- Define the qualities of an exceptional leader.
- Understand the difference between management and leadership.
- Explore leadership theories and their application in modern organizations.
- Examine the role of values and ethics in leadership.
- Identify personal leadership styles and their impact.
- Establish a leadership vision and mission aligned with organizational goals.

Unit 2: Emotional Intelligence and Leadership:

- Understand the components of emotional intelligence EQ.
- Develop self-awareness to improve leadership effectiveness.
- Enhance self-regulation techniques for better decision-making.
- Improve empathy to connect with team members.
- Use social skills to build strong professional relationships.
- Apply emotional intelligence in managing stress and conflict.

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Unit 3: Strategic Leadership and Decision-Making:

- Learn to think strategically and align actions with long-term goals.
- Analyze decision-making models and their practical applications.
- Develop problem-solving skills for complex business scenarios.
- Incorporate data-driven decision-making into leadership practices.
- Balance short-term objectives with long-term strategic goals.
- Understand the role of innovation in strategic leadership.

Unit 4: Communication and Influential Leadership:

- Master verbal and non-verbal communication techniques.
- Learn how to communicate a compelling vision and purpose.
- Enhance listening skills to understand team needs and concerns.
- Develop persuasive communication to inspire and influence others.
- Use storytelling as a tool for leadership and motivation.
- Manage difficult conversations and provide constructive feedback.

Unit 5: Leading Change and Building High-Performing Teams:

- Understand the dynamics of change in organizations.
- Develop strategies to lead and manage change effectively.
- Identify and overcome resistance to change within teams.
- Foster a culture of innovation and continuous improvement.
- Build and sustain high-performing teams through effective leadership.
- Learn techniques for team motivation, engagement, and development.
- Recognize the importance of diversity and inclusion in team building.