MERCURY

Leadership Best Practices Enhancing Leadership for Peak Performance

16 – 20 November 2026
Nairobi (Kenya)



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Ref: 15741_1066097 **Date:** 16 – 20 November 2026 **Location:** Nairobi (Kenya) **Fees:** 5300 Euro

Introduction:

Best Practices are chosen by world-class leaders who have used their influence to change their environment - government or business - for good or to improve their organization's success ratio. Organizational development literature contains various definitions and descriptions of leadership, including leadership best practices and leadership development best practices.

This Leadership Best Practices and Enhancing Leadership for Peak Performance program establishes what some business leaders do to improve their organization's position through effective leadership. We will analyze the leadership practices of business leaders whose techniques have proven to work in the local and global markets. Each practice will include a way in which any leader in the market can apply the practices learned to improve their environment.

Besides, case studies are delivered through videos with hands-on activity and team case questions to provide further insight into enhancing leadership skills and performance leadership and making these practices work in your environment. In the ever-evolving organizational leadership, enhancing leadership skills fosters a culture of continuous improvement and peak performance.

Attendees of this Leadership Best Practices and Enhancing Leadership for Peak Performance course delve into best practices, drawing from real-world examples and actionable strategies to empower them to achieve enhanced leadership roles within their organizations. Devoted to cultivating foundational and advanced competencies. It is a stepping stone to understanding why leadership skills should be enhanced and how to implement and sustain this elevated influential leadership.

This Leadership Best Practices and Enhancing Leadership for Peak Performance course is a strategic decision for anyone looking to elevate their leadership skills and effectiveness. It focuses on leadership best practices that improve employee engagement, fostering a motivated and productive workforce. By exploring best practices for leadership development, participants will learn how to enhance leadership ability and effectiveness within their teams and organizations.

Targeted Groups:

- Managers at all managerial levels.
- Supervisors.
- Team Leaders.
- Human Resources Management.
- Employees who aim to get excellent leadership skills to empower their capabilities and take part in leadership training courses for managers.

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Targeted Competencies:

By the end of this Leadership Best Practices and Enhancing Leadership for Peak Performance training, the participant's competencies will:

- Essential leadership skills.
- Develop a Leadership Balance.
- Build a following by building trust.
- Transforming people into productive followers.
- Change management.
- Planning for the future.
- Lead by example.
- Personal growth techniques.
- Time management
- Command respect.

Course Objectives:

At the end of this Leadership Best Practices and Enhancing Leadership for Peak Performance course, the participants will be able to:

- Determine the best practices of leaders through history and how to apply them today.
- Articulate an understanding of what leadership means in their business.
- Explain their leadership capabilities and areas for personal development.
- Determine their role as an effective leader in any organization.
- Describe a change management model for management and the process of planning, communicating, and implementing change.
- Describe how to build and rebuild trust in an organization.
- Use personal influence and develop political savvy to network and influence people effectively.
- Develop strategies for creating a positive work environment that fosters leadership and a commitment to continuous improvement in others.
- Develop a Personal and Professional Vision and Communicate it to all stakeholders.
- Tap into an inner power to gain self-confidence and strength.
- Get the most productivity out of each constituent worker or other.
- Delegate and Empower employees to maximize results and time management.
- Develop a culture that earns respect through new ideas and innovation, enhancing leadership skills.

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Understanding Leadership Best Practices and Enhancing Leadership for Peak Performance

The Leadership Best Practices and Enhancing Leadership for Peak Performance training emphasizes best practices in organizational and team leadership, equipping leaders with the best practice leadership strategies to drive peak performance. Understand how to enhance leadership to achieve sustainable success in a rapidly changing business environment. It is essential for those committed to implementing leadership development best practices that inspire and engage employees, ultimately leading to enhanced performance.

Course Content:

Unit 1: Leadership and Influence from Within:

- What do Leadership and Influence Mean?
- Leadership Roles and Behaviors.
- Leadership from Within.
- Self-Reflection and Personal Growth.
- Emotional Intelligence and Authentic Leadership.
- Balancing Mind, Body, and Spirit.

Unit 2: Change Leadership and Trust Building:

- Making the Change Transition.
- Resilience in Times of Change.
- Communicating and Leading Change.
- Understanding and Building Trust.
- Restoring Trust After Breaches.
- Personal Influence and Political Savvy.
- Negotiating Agreements.

Unit 3: Fostering a Leadership and Performance-Oriented Environment:

- Developing a Leadership Environment.
- Strategies for Fostering Leadership.
- Essential Leadership Qualities.
- Action Steps for Improving Performance.
- Creative Vision and Influence on Organizational Culture.
- Implementing Leadership Communication Strategies.
- Models of Visionary Leadership.

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Unit 4: Empowerment, Delegation, and Motivating Others:

- Best Practices for Delegation.
- Benefits and Barriers to Empowerment.
- Creating an Empowered Work Climate.
- Motivating Employees with Expectancy Theory.
- Secrets of Influential Mentors and Coaches.
- Creating a Self-Motivating Environment.

Unit 5: Leadership Innovation and Resource Management:

- The Leader as a Creative Thinker.
- Building a Culture of Innovation and New Ideas.
- Challenging Self-Imposed Assumptions.
- Goal Setting, Time Management, and Planning.
- Case Study: Building a Personal Leadership Plan.
- Best Practices for Resource and Time Management.