MERCURY

High Impact Leadership

27 September – 1 October 2027
Johannesburg (South Africa)



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Ref: 121307_1072387 **Date:** 27 September – 1 October 2027 **Location:** Johannesburg (South Africa) **Fees:** 5300 Euro

Introduction

High Impact Leadership is a transformative course designed to cultivate leaders who create lasting, meaningful influence within their organizations. Over the duration of this training, participants deepen their self-awareness, strengthen their capacity to inspire others, and build high-performance teams. The course emphasizes leadership presence, emotional intelligence, and strategic decision-making. By integrating personal development with organisational context, learners will lead with purpose and resilience. This program explores how to align individual leadership style with business goals and culture. Ultimately, participants leave with actionable plans to drive positive change and deliver dependable results.

Targeted Groups

This High Impact Leadership course targets professionals seeking specialized knowledge and skills:

- Team leaders and supervisors who aim to elevate their leadership presence.
- Middle managers transitioning into strategic leadership roles.
- Senior managers are responsible for driving change and performance.
- Emerging high-potential employees are identified for future leadership.
- HR and L&D professionals designing leadership development paths.
- Project managers are tasked with leading cross-functional teams.

Course Objectives

Participants will achieve the following objectives by completing the High Impact Leadership course:

- Gain clarity about their personal leadership style and presence.
- Build stronger self-awareness by understanding individual strengths and blind spots.
- Learn to communicate with greater influence and authenticity.
- Develop coaching and feedback skills to support team growth.
- Understand how to create psychological safety and trust in high-performing teams.
- Apply strategic thinking to navigate change and uncertainty.
- Cultivate emotional intelligence to lead effectively under pressure.
- Formulate a practical, personalized leadership action plan to implement in their daily work.

Targeted Competencies

Participants will gain the following competencies during the program:

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- Self-leadership: deep insight into their motivations, triggers, and core values.
- Influential communication: delivering messages that resonate and inspire.
- Emotional intelligence: empathy, self-regulation, and social perceptiveness.
- Coaching and mentoring: growing others through constructive feedback and development.
- Strategic thinking: connecting vision, goals, and execution in complex contexts.
- Change management: guiding teams through ambiguity with resilience.
- Team leadership: building trust, collaboration, and high performance.
- Presence and impact: projecting confidence, credibility, and authenticity.

Studying Scenarios

In this training, participants will develop their skills through the analysis of the following scenarios:

- Navigating a crisis: a leader must make a critical decision under tight deadlines and limited information.
- Motivating a disengaged team: identifying root causes of low morale and rebuilding trust.
- Leading a cross-functional project: coordinating diverse stakeholders while maintaining alignment and momentum.
- Coaching for performance: giving honest, constructive feedback to a high-potential employee.
- Responding to resistance: managing pushback when implementing a significant organizational change.
- Demonstrating presence: handling a high-stakes presentation to senior leadership or clients.

Course Content

Unit 1: Leading Yourself

- Defining high-impact leadership and its modern relevance.
- Self-assessment of leadership style, values, and strengths.
- Building self-awareness through reflection and feedback.
- Foundations of emotional intelligence: self-regulation, empathy, and social awareness.
- Resilience and mental agility: managing stress and uncertainty.
- Personal presence: building authentic confidence and executive image.
- Developing a personal leadership value statement and vision.

Unit 2: Communication and Influence

- Principles of impactful communication: clarity, brevity, sincerity, and relevance.
- Active listening and deep empathy: mastering the art of understanding others.
- Non-verbal communication: body language, tone, and energy management.
- Delivering powerful messages under pressure.
- Influencing without authority: persuasion across stakeholders.
- Storytelling and vision sharing to engage and align teams.
- Handling difficult conversations: feedback, conflict, and negotiation.

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Unit 3: Leading Others and Building Teams

- Dynamics of high-performing teams: trust, roles, and accountability.
- Psychological safety: creating a space where people feel safe to take risks.
- Motivational drivers: understanding what energizes individuals.
- Coaching and mentoring: developing talent and enabling growth.
- Performance conversations: setting expectations and tracking progress.
- Empowerment and delegation: giving autonomy while ensuring alignment.
- Conflict resolution and building a collaborative culture.

Unit 4: Strategic Leadership and Change

- Strategic thinking: connecting vision, purpose, and goals.
- Decision-making frameworks in complex, uncertain environments.
- Influencing organizational culture: values, networks, and informal systems.
- Leading change: models, resistance, and adoption strategies.
- Driving innovation and continuous improvement.
- Risk management: balancing opportunity and threat.
- Aligning teams with strategy: cascading objectives and accountability.

Unit 5: Sustaining Impact and Personal Action Plan

- Building your leadership roadmap: short-term and long-term goals.
- Measuring leadership impact: KPIs, outcomes, and feedback loops.
- Creating a development plan: stretch assignments, coaching, and peer support.
- Embedding learning in daily habits and routines.
- Accountability: commitment to action, tracking, and reflection.
- Cultivating a network of influence: internal and external.
- Continuous growth: lifelong learning mindset and adaptive leadership.

Final Insights & Key Takeaways

By the end of this High Impact Leadership course, participants will have a tailored leadership plan that integrates their personal growth with strategic business impact. They will confidently lead themselves and others with greater presence, purpose, and measurable influence.