MERCURY

Advanced Team Leadership Skills for Effective Leadership

15 – 19 February 2027
Johannesburg (South Africa)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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Introduction

Effective leadership is no longer defined by authority alone but by the ability to inspire, influence, and guide high-performing teams toward sustainable results. The Advanced Team Leadership Skills for Effective Leadership course equips professionals with the strategic mindset and practical leadership capabilities required in dynamic organizational environments. This course explores modern leadership frameworks, advanced communication techniques, and performance-driven team management approaches. Participants will develop a deeper understanding of leadership styles, emotional intelligence, and decision-making strategies that enhance team productivity. It emphasizes building trust, fostering collaboration, and managing complex team dynamics in both physical and virtual settings. Learners will lead teams effectively, drive engagement, and deliver measurable organizational success.

Targeted Groups

This Advanced Team Leadership Skills for Effective Leadership training targets professionals seeking knowledge and skills:

- Senior managers are responsible for leading teams.
- Team leaders aiming to enhance leadership effectiveness.
- Project managers handling cross-functional teams.
- HR professionals are developing leadership pipelines.
- Supervisors seeking improved team performance strategies.
- Business professionals transitioning into leadership roles.
- Executives focused on organizational growth and leadership excellence.

Course Objectives

Participants will achieve the following objectives by completing the Advanced Team Leadership Skills for Effective Leadership course:

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- Understand advanced leadership principles and modern leadership frameworks.
- Develop strategic thinking for effective team leadership and decision-making.
- Enhance communication skills for leading diverse and remote teams.
- Apply emotional intelligence in leadership to improve team relationships.
- Strengthen problem-solving and conflict resolution techniques.
- Build high-performing teams aligned with organizational goals.
- Improve employee engagement and motivation strategies.
- Implement performance management systems for team success.
- Analyze leadership challenges and develop practical solutions.
- Foster innovation and collaboration within teams.
- Strengthen accountability and responsibility across team structures.
- Adapt leadership styles to dynamic business environments.

Targeted Competencies

Participants will gain the following competencies during the Advanced Team Leadership Skills for Effective Leadership program:

- Advanced team leadership and management capabilities.
- Strategic planning and leadership execution skills.
- Effective communication and interpersonal influence.
- Emotional intelligence in leadership practices.
- Conflict resolution and negotiation skills.
- Decision-making under pressure and uncertainty.
- Team performance analysis and improvement techniques.
- Leadership adaptability and change management.
- Coaching and mentoring for team development.
- Building trust and collaboration within teams.

Studying Scenarios

In this Advanced Team Leadership Skills for Effective Leadership training, participants develop skills through the following scenarios:

- Managing underperforming teams and improving productivity.
- Leading remote and hybrid teams effectively.
- Resolving workplace conflicts and team disputes.
- Driving organizational change through leadership strategies.
- Motivating teams during high-pressure business situations.
- Enhancing collaboration across departments.

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Course Content

Unit 1: Foundations of Advanced Leadership

- Understanding the evolution of leadership in modern organizations.
- Key differences between management and effective leadership.
- Exploring leadership styles and their practical applications.
- Developing a leadership mindset focused on growth and innovation.
- The role of vision, mission, and values in leadership success.
- Aligning leadership strategies with organizational objectives.
- Building credibility and trust as a team leader.
- Ethical leadership and professional responsibility in decision-making.

Unit 2: Strategic Team Leadership and Decision-Making

- Strategic thinking models for effective leadership.
- Data-driven decision-making in leadership roles.
- Analyzing risks and opportunities in team management.
- Problem-solving frameworks for complex challenges.
- Setting clear goals and performance expectations.
- Prioritization techniques for leaders managing multiple tasks.
- Enhancing critical thinking in leadership decisions.
- Measuring leadership effectiveness through performance indicators.

Unit 3: Communication and Emotional Intelligence in Leadership

- Advanced communication skills for team leaders.
- Active listening and feedback techniques.
- Managing difficult conversations with confidence.
- Emotional intelligence and its impact on leadership success.
- Understanding team dynamics and behavioral patterns.
- Building strong relationships within teams.
- Cross-cultural communication in global teams.
- Enhancing influence and persuasion skills in leadership.

Unit 4: Building High-Performing Teams

- Characteristics of high-performing teams in organizations.
- Team development stages and leadership interventions.
- Motivational strategies to improve team engagement.
- Delegation techniques for effective team management.
- Performance management and continuous improvement methods.
- Coaching and mentoring team members for growth.
- Managing diversity and inclusion within teams.
- Encouraging innovation and collaboration in team environments.

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Unit 5: Leadership in Change and Performance Excellence

- Leading organizational change and transformation.
- Managing resistance to change within teams.
- Developing resilience and adaptability in leadership.
- Conflict management and negotiation strategies.
- Driving accountability and ownership among team members.
- Implementing continuous improvement and performance excellence.
- Leadership strategies for sustainable business success.
- Evaluating leadership outcomes and long-term impact.

Final Insights & Key Takeaways

Advanced leadership requires a balance of strategic thinking, emotional intelligence, and practical execution to achieve team and organizational success. By mastering these leadership skills, professionals can effectively lead teams, drive performance, and create a culture of continuous improvement.