



Leadership and Organizational Management Program

7 – 11 December 2026
Kigali (Rwanda)



Leadership and Organizational Management Program

Ref: 121510_1073752 **Date:** 7 – 11 December 2026 **Location:** Kigali (Rwanda) **Fees:** 5300 Euro

Introduction

This Leadership and Organizational Management program develops essential leadership capabilities for modern organizations. It focuses on practical management principles and structured decision-making approaches. Participants explore how effective leadership improves team performance and organizational outcomes. The course builds strong foundations in strategic thinking and operational coordination. It also enhances understanding of organizational behavior and workplace dynamics. Overall, it prepares professionals to lead teams with confidence and clarity.

Targeted Groups

This Leadership and Organizational Management program targets professionals seeking knowledge and skills:

- New and mid-level managers aiming to strengthen leadership and management skills.
- Supervisors are responsible for team coordination and operational efficiency.
- Project managers are seeking better organizational leadership techniques.
- HR professionals are involved in workforce development and performance improvement.
- Team leaders in corporate, public, and private sector environments.
- Business owners who want structured organizational management knowledge.
- Aspiring leaders preparing for executive leadership roles.

Course Objectives

Participants will achieve the following objectives by completing the Leadership and Organizational Management course:

- Understand core leadership theories and organizational management principles clearly.
- Develop effective decision-making and problem-solving skills in workplace situations.
- Improve communication strategies for leading teams and managing stakeholders effectively.
- Strengthen strategic planning skills to drive organizational growth and improve performance.
- Apply modern leadership styles to different organizational environments and challenges.
- Enhance team motivation techniques to improve productivity and engagement levels.
- Build conflict-management skills to maintain workplace harmony and efficiency.
- Learn performance management tools for evaluating employee and team success.
- Apply leadership skills to real organizational scenarios and business cases.
- Develop confidence in managing change and organizational transformation processes.

Targeted Competencies

Participants will gain the following competencies during the Leadership and Organizational Management program:

- Strategic leadership thinking and structured decision-making ability.
- Organizational planning and resource management competence.
- Effective communication and interpersonal leadership skills.
- Team development and employee engagement capabilities.
- Performance evaluation and productivity improvement techniques.
- Conflict resolution and workplace problem-solving skills.
- Change management and adaptability in dynamic environments.
- Analytical thinking for organizational challenges and solutions.

Studying Scenarios

In this Leadership and Organizational Management training, participants develop skills through the following scenarios:

- Managing underperforming teams using structured leadership interventions and motivation techniques.
- Handling workplace conflicts through communication, negotiation, and mediation strategies.
- Leading organizational change during restructuring and digital transformation processes.
- Improving team productivity through performance tracking and leadership feedback systems.
- Making strategic decisions under pressure using data-driven management approaches.

Course Content

Unit 1: Foundations of Leadership and Organizational Management

- Understand leadership fundamentals and core principles of organizational management systems clearly.
- Explore leadership training course frameworks and modern approaches to management skills training in practice.
- Analyze differences between leadership, supervision, and executive management roles in organizations.
- Study key organizational structures and how leadership impacts operational efficiency and alignment.
- Examine leadership styles, including transformational, transactional, and situational leadership models in detail.
- Identify key responsibilities of leaders in business and organizational environments effectively.
- Understand ethical leadership and its importance in sustainable organizational success.
- Explore leadership and organizational management program structures used in global enterprises.

Unit 2: Strategic Leadership and Decision-Making

- Learn strategic leadership principles for long-term organizational success and competitive advantage.
- Develop structured decision-making models for solving complex business and management challenges.
- Analyze internal and external organizational environments for better strategic planning outcomes.
- Apply problem-solving frameworks to real workplace leadership scenarios and case studies.
- Understand risk management principles within leadership and organizational planning processes.
- Strengthen analytical thinking for evaluating business performance and strategic direction.
- Improve judgment skills for making effective decisions under uncertainty and pressure.
- Use leadership development strategies to align organizational goals with team performance.

Unit 3: Organizational Behavior and Team Leadership

- Study human behavior in organizational settings and workplace interaction dynamics.
- Develop team leadership skills to manage diverse, cross-functional teams effectively.
- Understand motivation theories and their application in employee performance improvement.
- Apply communication strategies for improving workplace collaboration and team engagement.
- Learn conflict management techniques for resolving interpersonal and group challenges.
- Enhance emotional intelligence to strengthen leadership and improve team relationships.
- Build trust and accountability within teams through structured leadership practices.
- Improve organizational culture through effective leadership and management practices.

Unit 4: Performance Management and Operational Excellence

- Understand performance management systems and employee evaluation methodologies clearly.
- Develop KPI frameworks to measure organizational and team success effectively.
- Learn operational management principles for improving business efficiency and productivity.
- Apply continuous improvement techniques in organizational processes and workflows.
- Strengthen supervisory skills to monitor performance and provide constructive feedback.
- Use data-driven approaches for enhancing operational decision-making and results.
- Implement productivity improvement strategies systematically across teams and departments.
- Align performance goals with the organizational strategy for sustainable growth.

Unit 5: Change Management and Leadership Development

- Understand change management principles in dynamic organizational environments and industries.
- Develop leadership skills for guiding teams through transformation and restructuring processes.
- Learn effective strategies for overcoming resistance to change in organizations.
- Apply leadership development frameworks for continuous professional growth and advancement.
- Strengthen adaptability skills for managing uncertainty in business environments.
- Explore innovation-driven leadership approaches for modern organizational challenges.
- Improve stakeholder management during organizational change initiatives and transitions.
- Build long-term leadership capability for executive roles and organizational success.



Final Insights & Key Takeaways

Leadership success depends on structured thinking, strong communication, and consistent organizational alignment. Effective organizational management requires continuous leadership development and practical application of strategic skills.