MERCURY

Capacity Building and Leadership Development Program

1 – 5 March 2027
Zanzibar (Tanzania)



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

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Ref: 121582_1074292 **Date:** 1 – 5 March 2027 **Location:** Zanzibar (Tanzania) **Fees:** 5300 Euro

Introduction

Organizations today require leaders who can strengthen institutional performance, guide teams through change, and build sustainable workforce capabilities in competitive environments. This Capacity Building and Leadership Development course provides participants with advanced knowledge of leadership growth, workforce development, organizational effectiveness, and strategic capacity enhancement. It focuses on developing leadership competencies that improve decision-making, communication, performance management, and professional growth within modern organizations. Participants will explore practical frameworks for talent development, leadership training, team empowerment, and organizational transformation in both public and private sectors. The program examines methods for improving employee engagement, succession planning, operational leadership, and strategic collaboration to support long-term institutional success. Participants gain the professional insight required to lead capacity-building initiatives and strengthen organizational leadership performance.

Targeted Groups

This Capacity Building and Leadership Development training targets professionals seeking knowledge and skills:

- Managers responsible for workforce development initiatives.
- Team leaders are seeking stronger leadership capabilities.
- HR professionals managing talent development programs.
- Department heads supervise organizational performance.
- Project managers leading strategic improvement initiatives.
- Government officials are involved in institutional development.
- Professionals responsible for change management activities.
- Supervisors aiming to improve team productivity.
- Learning and development specialists support employee growth.
- Consultants engaged in organizational capacity building.

Course Objectives

Participants will achieve the following objectives by completing the Capacity Building and Leadership Development course:

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- Understand modern principles of leadership development.
- Analyze organizational capacity-building frameworks.
- Improve strategic leadership and management skills.
- Develop workforce planning and employee development approaches.
- Strengthen communication and team leadership techniques.
- Evaluate leadership styles within organizational environments.
- Apply methods for improving employee engagement and performance.
- Examine leadership challenges during organizational change.
- Identify strategies for succession planning and talent retention.
- Enhance problem-solving and decision-making capabilities.
- Explore methods for building high-performance teams.
- Understand professional development planning processes.
- Improve collaboration across departments and functions.
- Assess organizational learning and continuous improvement practices.
- Support sustainable leadership growth within institutions.

Targeted Competencies

Participants will gain the following competencies during the Capacity Building and Leadership Development program:

- Leadership communication and influence skills.
- Strategic planning and organizational alignment abilities.
- Team development and workforce engagement competencies.
- Decision-making and critical thinking capabilities.
- Performance management and evaluation techniques.
- Talent development and succession planning knowledge.
- Conflict management and professional negotiation skills.
- Organizational capacity assessment capabilities.
- Employee coaching and mentoring competencies.
- Change leadership and adaptability skills.
- Collaboration and stakeholder management techniques.
- Professional leadership ethics and accountability practices.
- Continuous improvement and organizational learning awareness.

Studying Scenarios

In this Capacity Building and Leadership Development training, participants develop skills through the following scenarios:

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- Evaluating leadership gaps within organizational structures.
- Analyzing workforce development and employee retention challenges.
- Reviewing strategic leadership planning case studies.
- Examining communication barriers affecting team performance.
- Assessing organizational change and transformation situations.
- Solving performance management and productivity issues.
- Developing succession planning and talent management approaches.
- Managing stakeholder engagement during institutional growth.

Course Content

Unit 1: Foundations of Capacity Building and Leadership Development

- Define capacity building within modern organizations.
- Explain the importance of leadership development programs.
- Identify characteristics of effective organizational leaders.
- Differentiate between leadership and management functions.
- Examine strategic workforce development principles.
- Analyze institutional growth and organizational sustainability concepts.
- Explore leadership competencies required in dynamic environments.
- Understand organizational culture and the factors affecting employee engagement.
- Assess challenges affecting leadership effectiveness and development.

Unit 2: Strategic Leadership and Organizational Effectiveness

- Define the concepts of strategic leadership and organizational alignment.
- Analyze strategic decision-making in leadership environments.
- Examine leadership approaches for organizational transformation.
- Understand leadership roles in achieving operational excellence.
- Evaluate strategic communication within leadership practices.
- Explore methods for strengthening organizational performance.
- Identify techniques for leading cross-functional teams.
- Assess leadership accountability and governance principles.
- Examine strategic thinking models for institutional growth.

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Unit 3: Workforce Development and Talent Management

- Define workforce planning and employee development strategies.
- Analyze talent management and succession planning frameworks.
- Examine employee engagement and retention approaches.
- Explore methods for building high-performance teams.
- Understand coaching and mentoring within leadership development.
- Assess performance appraisal and feedback systems.
- Identify professional development planning techniques.
- Examine learning and development strategies for employees.
- Evaluate diversity and inclusion within workforce development.

Unit 4: Communication, Collaboration, and Change Leadership

- Define leadership communication and interpersonal effectiveness.
- Analyze communication styles within professional environments.
- Examine stakeholder engagement and collaboration practices.
- Explore negotiation and conflict resolution techniques.
- Understand leadership responsibilities during organizational change.
- Assess resistance to change within teams and departments.
- Identify methods for improving collaboration and trust.
- Examine crisis communication and leadership response planning.
- Evaluate emotional intelligence within leadership performance.

Unit 5: Performance Improvement and Sustainable Leadership Growth

- Define the concepts of continuous improvement and organizational learning.
- Analyze performance management systems and KPIs.
- Examine leadership accountability and ethical responsibilities.
- Explore innovation and problem-solving within leadership roles.
- Understand operational leadership and productivity improvement methods.
- Assess strategies for organizational development and institutional resilience.
- Identify methods for sustaining leadership effectiveness.
- Examine long-term leadership development and succession readiness.
- Evaluate future trends in leadership and capacity-building practices.

Final Insights & Key Takeaways

Effective leadership development and organizational capacity building strengthen institutional performance, workforce engagement, and long-term sustainability. Participants completing this course gain the knowledge required to lead professional growth initiatives, improve organizational effectiveness, and support strategic leadership success across diverse industries.