MERCURY

Transformational Leadership Emotional Intelligence Leaders Course

14 – 18 June 2027
Rome (Italy)



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Introduction

This Transformational Leadership Emotional Intelligence Leader course develops advanced leadership capabilities by integrating transformational leadership principles with emotional intelligence competencies. It focuses on enabling leaders to inspire, influence, and elevate individuals and teams within complex organizational environments. Participants will explore how emotional awareness and behavioral adaptability shape the effectiveness of high-impact leadership. The program emphasizes the practical application of leadership theories in real-world professional contexts. It strengthens strategic-level decision-making, communication, and relationship management. It builds leaders who can drive sustainable performance, engagement, and organizational transformation.

Targeted Groups

This Transformational Leadership Emotional Intelligence Leaders course targets professionals seeking knowledge and skills:

- Senior managers aiming to enhance leadership effectiveness.
- Team leaders are responsible for performance and engagement.
- HR and organizational development specialists.
- Project managers leading cross-functional teams.
- Executives focused on strategic transformation initiatives.
- Coaches and consultants in leadership development.
- Emerging leaders preparing for executive roles.

Course Objectives

Participants will achieve the following objectives by completing the Transformational Leadership Emotional Intelligence Leaders course:

- Understand the core principles of transformational leadership and the integration of emotional intelligence.
- Develop self-awareness to strengthen leadership behavior and decision-making quality.
- Apply emotional intelligence tools to improve team motivation and trust.
- Enhance communication strategies for influence and alignment.
- Build conflict management and negotiation capabilities in leadership contexts.
- Strengthen adaptability in dynamic and uncertain business environments.
- Design leadership approaches that foster organizational growth and innovation.
- Evaluate leadership impacts through performance and behavioral indicators.

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Targeted Competencies

Participants will gain the following competencies during the Transformational Leadership Emotional Intelligence Leaders program:

- Advanced emotional intelligence in leadership settings.
- Strategic communication and influence capabilities.
- Conflict resolution and negotiation proficiency.
- Transformational leadership application in teams.
- Decision-making under pressure and complexity.
- Change leadership and organizational adaptability.

Studying Scenarios

In this Transformational Leadership Emotional Intelligence Leaders training, participants develop skills through the following scenarios:

- Leading a team through organizational restructuring and resistance management.
- Managing performance conflicts using emotional intelligence frameworks.
- Driving innovation within a low-motivation department.
- Negotiating stakeholder alignment during strategic change initiatives.

Course Content

Unit 1: Foundations of Transformational Leadership and Emotional Intelligence

- Introduction to the principles and frameworks of transformational leadership.
- Understanding leadership evolution in modern organizations.
- Core dimensions of emotional intelligence in leadership practice.
- Relationship between leadership behavior and organizational culture.
- Key traits of high-performing transformational leaders.
- Role of self-awareness in leadership development.
- Linking emotional intelligence leadership training with performance outcomes.
- Foundations of trust-building and credibility in leadership roles.

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Unit 2: Emotional Intelligence Core Skills for Leaders

- Developing self-awareness for leadership clarity and effectiveness.
- Emotional regulation techniques in high-pressure environments.
- Enhancing empathy for improved team engagement and trust.
- Social awareness in complex organizational systems.
- Relationship management strategies for leadership success.
- Recognizing emotional triggers in leadership decision-making.
- Strengthening resilience through emotional intelligence practices.
- Applying emotional intelligence in daily leadership interactions.

Unit 3: Leadership Communication and Influence

- Strategic communication principles for transformational leadership.
- Building persuasive communication for leadership influence.
- Active listening is a core leadership competency.
- Feedback delivery models for performance improvement.
- Non-verbal communication and leadership presence.
- Aligning communication style with team dynamics.
- Conflict-sensitive communication in organizational settings.
- Storytelling techniques for leadership vision and alignment.

Unit 4: Change Leadership and Organizational Impact

- Fundamentals of leading organizational change initiatives.
- Emotional intelligence in managing resistance to change.
- Building adaptive leadership strategies for transformation.
- Aligning teams with organizational vision and mission.
- Stakeholder engagement in change leadership processes.
- Managing uncertainty through structured leadership approaches.
- Performance alignment during transition phases.
- Sustaining momentum in long-term transformation programs.

Unit 5: Advanced Integration and Strategic Leadership

- Integrating transformational leadership with emotional intelligence models.
- Strategic leadership thinking in complex environments.
- Decision-making frameworks for executive-level leadership.
- Building high-performance leadership cultures.
- Developing leadership legacy and long-term impact.
- Ethical leadership and responsibility in organizations.
- Measuring leadership effectiveness and organizational outcomes.
- Future-ready leadership skills for evolving business landscapes.

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Final Insights & Key Takeaways

Transformational leadership combined with emotional intelligence creates leaders capable of driving meaningful organizational change and sustained performance. Mastery of these competencies enables professionals to lead with clarity, influence, and strategic impact in any business environment.