MERCURY

Leadership and Management Development Program

14 – 18 December 2026
Rome (Italy)



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Ref: 121425_1078795 **Date:** 14 – 18 December 2026 **Location:** Rome (Italy) **Fees:** 6200 Euro

Introduction

The Leadership and Management Development program equips professionals with the knowledge, skills, and strategic mindset needed to lead teams and drive organizational success in dynamic environments. This course bridges foundational leadership theories with practical management applications to enhance decision-making and performance outcomes. Learners will explore essential leadership styles, effective communication tactics, performance management techniques, and team development strategies.

Through structured instruction and scenario-based learning, participants will strengthen their capacity to lead change and foster collaboration in diverse workplaces. The Leadership and Management Development course emphasizes integrating emotional intelligence and ethical leadership into daily managerial practice. It prepares learners to address leadership challenges with confidence and elevate managerial effectiveness in real-world contexts.

Targeted Groups

This Leadership and Management Development training targets professionals seeking knowledge and skills:

- Mid-level managers preparing for senior leadership roles.
- Supervisors aiming to improve team performance and engagement.
- Emerging leaders transitioning into managerial positions.
- Project leaders are responsible for cross-functional teams.
- HR professionals supporting leadership and talent development.
- Professionals seeking strategic leadership and people management expertise.

Course Objectives

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

- Understand key principles of leadership and effective management in modern organizational settings.
- Distinguish between leadership styles and adapt approaches to diverse team needs.
- Strengthen decision-making capabilities using analytical and strategic thinking frameworks.
- Improve communication skills to motivate teams, resolve conflicts, and inspire performance.
- Master core elements of performance planning, feedback delivery, and employee development.
- Enhance emotional intelligence to build trust, resilience, and professional relationships.
- Apply ethical leadership practices that promote accountability and organizational integrity.
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Cultivate a leadership mindset that supports innovation, change management, and continuous improvement.

Targeted Competencies

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

- Ability to assess personal leadership strengths and growth areas with clarity.
- Proficiency in applying leadership models to real workplace scenarios.
- Skills in strategic planning that align team goals with organizational priorities.
- Effective communication techniques for leadership influence and stakeholder engagement.
- Conflict management strategies that ensure constructive outcomes.
- Competence in performance management cycles, including goal setting and coaching.
- Capacity to lead teams through change with confidence and purpose.
- Critical thinking skills for analyzing situations and making sound leadership decisions.
- Emotional intelligence to foster inclusive and high-performing work cultures.
- Ethical reasoning and integrity in leadership practice.

Studying Scenarios

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

- Leading a team through a major organizational change initiative.
- Resolving a conflict between cross-functional team members.
- Implementing a performance improvement plan aligned with strategic priorities.
- Adapting leadership style to motivate diverse and dispersed teams.
- Facilitating an effective brainstorming session to drive innovation.

Course Content

Unit 1: Foundations of Leadership and Management

- Defining leadership and management in contemporary organizations.
- Exploring historical and modern leadership theories.
- Differentiating leadership vs. management roles and functions.
- Assessing leadership styles and their impacts on performance.
- Understanding organizational culture and its influence on teams.
- Identifying the competencies of effective leaders.
- Linking strategic vision with daily managerial practice.

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Unit 2: Leadership Styles and Adaptive Management

- Analyzing classical and adaptive leadership models.
- Exploring transformational leadership in practice.
- Applying situational leadership for diverse teams.
- Understanding servant leadership and employee engagement.
- Balancing directive and participative management approaches.
- Adapting leadership style for remote and hybrid workforces.
- Integrating cultural intelligence into leadership decisions.

Unit 3: Communication, Influence, and Relationship Building

- Mastering effective communication principles for leaders.
- Techniques for delivering clear, persuasive messages.
- Active listening skills to build trust and understanding.
- Negotiation strategies for win-win outcomes.
- Facilitating collaboration through inclusive dialogue.
- Influencing without authority in matrixed environments.
- Presenting feedback that motivates and drives improvement.
- Communicating vision to inspire team alignment.

Unit 4: Performance Management and Development

- Establishing performance expectations and measurable goals.
- Designing performance review systems that support growth.
- Coaching and mentoring techniques for lasting improvement.
- Using KPIs and metrics to assess individual and team outcomes.
- Addressing performance gaps with constructive practices.
- Creating development plans to increase engagement and retention.
- Recognizing achievements to reinforce positive behaviors.
- Balancing accountability with development support.

Unit 5: Change Leadership and Strategic Execution

- Understanding the nature of organizational change.
- Leading change with resilience and strategic agility.
- Applying change frameworks to guide teams through disruption.
- Communicating change effectively to stakeholders.
- Overcoming resistance and sustaining momentum.
- Aligning team priorities with organizational strategy.
- Leveraging data for informed leadership and course correction.
- Fostering innovation while maintaining operational stability.

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Final Insights & Key Takeaways

Upon completion, participants will possess a holistic understanding of leadership and management principles and will be able to apply strategic leadership practices in real-world environments. They will leave with enhanced confidence to lead teams, drive change, and achieve organizational goals with sustained impact.