MERCURY

Emerging Leaders Development for Future Managers

18 – 22 January 2027
Amsterdam (Netherlands)



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Ref: 121512_1080238 **Date:** 18 – 22 January 2027 **Location:** Amsterdam (Netherlands) **Fees:** 5600 Euro

Introduction:

This Emerging Leaders Development for Future Managers course prepares high-potential professionals for the responsibilities, mindset, and behaviors required in future management roles. It builds a strong foundation in leadership self-awareness, communication, decision-making, team influence, and performance orientation. Participants examine how emerging leaders move from individual contribution to broader responsibility for people, outcomes, and organizational priorities. The program strengthens confidence in handling transitions from technical expertise to supervisory leadership. Through structured theoretical learning, participants understand how effective future managers think, lead, and support others in modern workplaces. It gives special attention to practical leadership habits that apply across business, corporate, and organizational settings.

Targeted Groups

This Emerging Leaders Development for Future Managers training targets professionals seeking knowledge and skills:

- High-potential employees preparing for leadership roles.
- New supervisors are building management confidence.
- Team leaders seeking stronger leadership habits.
- Senior staff members moving into people management.
- Department coordinators handling cross-functional tasks.
- Professionals identified for succession planning.
- Future managers seeking structured leadership growth.

Course Objectives

Participants will achieve the following objectives by completing the Emerging Leaders Development for Future Managers course:

- Understand the role of emerging leaders in modern organizations.
- Recognize the shift from individual performance to team leadership.
- Build confidence in leadership communication and influence.
- Strengthen decision-making in routine and complex situations.
- Apply leadership principles to guide people and priorities.
- Improve readiness for supervisory and management responsibilities.
- Identify habits that support long-term leadership growth.

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Targeted Competencies

Participants will gain the following competencies during the Emerging Leaders Development for Future Managers program:

- Leadership self-awareness.
- Professional communication.
- Team direction and support.
- Decision-making discipline.
- Problem-solving clarity.
- Emotional control.
- Accountability and initiative.
- Strategic thinking for growth.

Studying Scenarios

In this Emerging Leaders Development for Future Managers training, participants develop skills through the following scenarios:

- Leading a newly assigned team.
- Handling a performance concern.
- Communicating change with confidence.
- Managing pressure during deadlines.
- Resolving conflict between colleagues.

Course Content

Unit 1: Emerging Leadership Mindset and Role Transition

- Understand the meaning of emerging leadership and future management readiness.
- Explore the shift from task ownership to people's responsibility.
- Identify the mindset changes required for leadership success.
- Examine leadership credibility, trust, and consistency.
- Learn how personal values shape leadership behavior.
- Recognize the difference between technical excellence and management effectiveness.
- Build awareness of leadership expectations in modern organizations.

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Unit 2: Self-Leadership, Professional Presence, and Confidence

- Develop self-management as the base of leadership performance.
- Strengthen emotional control in challenging situations.
- Learn how confidence supports clear decisions and calm communication.
- Improve personal discipline, reliability, and follow-through.
- Build executive presence through tone, posture, and message clarity.
- Practice reflection as a tool for continuous improvement.
- Understand how emerging leaders model professionalism for others.
- Learn how to build credibility through consistent behavior.

Unit 3: Communication Skills for Future Managers

- Study communication as a core responsibility of leadership.
- Learn how to deliver clear instructions and expectations.
- Improve active listening to build trust and reduce errors.
- Develop concise speaking for meetings, briefings, and updates.
- Understand how feedback supports growth and accountability.
- Examine communication barriers that weaken leadership influence.
- Learn how to adapt messages for different people and situations.
- Strengthen written and verbal clarity in workplace communication.

Unit 4: Team Leadership, Motivation, and Performance Support

- Understand how future managers guide team energy and focus.
- Learn how to foster a positive, productive team climate.
- Explore motivation as a driver of commitment and performance.
- Examine how roles, goals, and standards improve teamwork.
- Study the manager's role in supporting cooperation and trust.
- Learn how to recognize effort and reinforce strong results.
- Understand the foundations of fairness, respect, and inclusion.
- Build an early leadership approach that supports team growth.

Unit 5: Decision-Making, Problem-Solving, and Leadership Growth

- Learn how to assess situations before making decisions.
- Develop structured thinking for better judgment and action.
- Examine problem-solving as a leadership discipline.
- Identify how risk, urgency, and impact affect decisions.
- Understand the importance of accountability in leadership choices.
- Explore how future managers learn from outcomes and feedback.
- Build habits that support continuous growth and readiness.
- Prepare for broader responsibility in evolving organizational settings.

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Final Insights & Key Takeaways

Emerging leaders become future managers when they combine self-awareness, communication, accountability, and team support with consistent professional behavior. Strong leadership development creates a confident transition from individual contributor to trusted manager.