MERCURY

Developing Leadership and Technical Skills for Sustainable Organizational Excellence

29 August – 2 September 2027
Doha (Qatar)



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Introduction

In modern work environments, effective leadership is no longer based solely on managerial skills, just as technical excellence alone is no longer sufficient to achieve sustainable organizational success. The contemporary leader needs a balanced combination of leadership skills that enable them to influence, guide, and make decisions, along with technical skills that provide a deep understanding of the nature of work and its operational and technical challenges. This advanced training course is designed to provide participants with an integrated approach that combines strategic leadership and technical excellence, enhancing their ability to lead teams, improve performance, and achieve organizational results efficiently and professionally.

Targeted Groups

- Executive managers and department managers.
- Heads of departments and supervisors.
- Team and project leaders.
- Technical professionals being considered for leadership positions.
- Specialists in business development and performance improvement.
- Professionals seeking to enhance their leadership and technical capabilities.
- Professionals responsible for operations, quality, and organizational excellence.

Course Objectives

By the end of this program, participants will be able to:

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- Develop advanced leadership skills in modern work environments.
- Develop the technical skills required to understand and analyze operational processes and activities.
- Enhance the ability to make data-driven decisions.
- Build effective communication, influencing, and professional relationship management skills.
- Enable participants to manage teams and achieve high levels of performance.
- Develop strategic thinking and align it with operational objectives.
- Foster a culture of continuous learning and sustainable improvement.
- Enhance participants' capabilities to lead change and manage organizational challenges.
- Apply modern leadership approaches in various managerial situations.
- Utilize technical skills to support managerial and operational decisions.
- Analyze complex problems and develop effective practical solutions.
- Build high-performing teams and motivate them to achieve results.
- Manage organizational change processes efficiently and confidently.
- Employ communication skills to strengthen collaboration and trust within the team.
- Align daily objectives with the organization's strategic vision.
- Develop sustainable personal development plans to enhance professional capabilities.

Targeted Competencies

- Leadership and influence.
- Professional and managerial intelligence.
- Strategic thinking.
- Performance management.
- Decision-making.
- Team management.
- Problem-solving.
- Effective communication.
- Change management.
- Technical and operational analysis.
- Continuous learning.
- Sustainable improvement and development.

Course Content

Unit 1: Fundamentals of Integrating Leadership and Technical Skills

- The concept of modern leadership and its organizational dimensions.
- The difference between leadership, management, and supervision.
- The importance of integrating technical competence with leadership capability.
- Characteristics of a successful technical leader.
- Assessing current leadership and technical capabilities.
- Identifying development gaps and establishing improvement plans.
- Building professional credibility through technical expertise.
- The role of specialized knowledge in strengthening leadership influence.

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Unit 2: Leadership Communication and Effective Team Management

- Effective communication skills in workplace environments.
- Active listening and analyzing team needs.
- Clarifying the vision and objectives and guiding individuals.
- Building trust and sustainable professional relationships.
- Effective delegation and follow-up of implementation.
- Motivating employees and increasing commitment levels.
- Managing disagreements and conflicts within the team.
- Addressing challenges related to diversity and individual differences.
- Developing a culture of collaboration and teamwork.
- Enhancing participation and accountability.

Unit 3: Strategic Thinking, Decision-Making, and Problem-Solving

- Fundamentals of strategic thinking for leaders.
- Aligning operational objectives with the organizational vision.
- Analyzing the internal and external environment.
- Gathering information and evaluating its sources.
- Using data to support decision-making.
- Decision-making methodologies in different circumstances.
- Analyzing alternatives and assessing risks.
- Solving complex problems through systematic approaches.
- Developing innovative solutions and improving outcomes.
- Monitoring the impact of decisions and measuring their effectiveness.

Unit 4: Technical Excellence and Operational Performance Management

- Developing specialized technical expertise.
- Understanding operational processes and procedures.
- Analyzing key performance indicators.
- Using modern tools and technologies in the workplace.
- Improving the quality of outputs and services.
- Managing resources efficiently and effectively.
- Identifying opportunities for improvement and development.
- Enhancing productivity and reducing waste.
- Managing operational risks.
- Achieving a balance between quality, speed, and efficiency.

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Unit 5: Leading Change and Continuous Learning for Sustainable Excellence

- Concepts of organizational change and its importance.
- The leader's role in managing organizational transformations.
- Dealing with resistance to change.
- Building a culture of innovation and continuous improvement.
- Developing resilience and future readiness.
- Preparing professional learning and development plans.
- Leveraging experience and lessons learned.
- Transferring knowledge and developing capabilities within the team.
- Enhancing organizational sustainability through continuous development.
- Building a long-term roadmap for leadership and technical excellence.