XCELERATE TRAINING INSTITUTE

your learning & development partner

LEADERSHIP AND MANAGEMENT

Advanced Leadership Program Training Course

DURATION	LANGUAGE	FORMAT
5 days	**English**	**Classroom / Online**

Upcoming dates

Dates	Venue	Format	Fee
18 – 22 Jan 2027	Live online	Online (live)	**€1,200**
26 – 30 Jul 2027	Live online	Online (live)	**€1,200**
23 – 27 Aug 2027	Geneva	Classroom	**€3,600**

Register or ask a question

Online: x8ti.com/course/advanced-leadership-program-training-course-2/

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Advanced Leadership Program Training Course

Introduction

Introduction

The concept of leadership has been around for ages. Organizational systems are getting complex and dynamic which has created space for leading, high-powered individuals who excel in exerting influence. They have the ability to guide their followers or members of the organization. Leadership calls for making sound- many times difficult- decisions, bearing foresight. This will help forage through market threats, developing a vision for the team, establishing goals and equipping followers with the knowledge necessary to achieve these goals. The requirement of leadership is now prominent in the organization as the leader motivates the team members towards better performance and facilitates organizational success.

What are leadership skills?

The ability to lead demands a wide-ranging skill set which includes but is not limited to communication skills, strategic thinking skills, people management, change management, innovative thinking, etc.

How does one efficiently delegate responsibility among the team or organization members? What different leadership styles would suit different business scenarios? How does one monitor and measure the performance of the followers or the team? Leadership is an ongoing process and is riddled with numerous questions such as those above. What makes it convoluted is that it involves a versatile range of people each with their persona and opinion. A leader has to carefully tread keeping in mind the nature of the human being and simultaneously has to be authoritative enough to command agreement. To create a peaceful balance among all calls for separate training focused on developing leaders.

Which style of leadership works best?

Xcelerate Training Institute has introduced an Advanced Leadership Program for developing budding leaders, transforming managers looking to shape themselves into leaders and for established leaders to get in touch with updated approaches and trends. The program is based upon practical learning and aims to guide those seeking effective solutions to growing challenges. The course discusses all essential skills needed to grow the participants' leader persona through proven practices delivered by industry experts.

Learning Objectives

- To discuss practices that will help the prospective leader bring the diverse group of members together towards the attainment of a common goal
- To inculcate motivating skills necessary to encourage followers or employees towards better performance
- To broaden the mindset of participants to seek and explore innovative as well as creative solutions
- To develop necessary communication and negotiation skills that will aid in conflict resolution
- To help the participants develop stronger connections with followers, members and employees and encourage the feeling of cooperation

Training Methodology

- Interactive sessions and lectures
- Presentations
- Management games
- Roleplaying/modelling
- Case studies
- Group discussions
- Problem-solving sessions

Benefits For Your Organization

- Increased organizational cohesiveness as a trained leader will bind a diverse group of employees together
- Application of effective change management will enable an organization to not only survive the changes but also thrive through those changes
- Talented leaders will promote a culture of cooperation and develop effective teams that are capable of enhancing productivity
- Insightful leaders will be trained to spot opportunities with their ability to look at the bigger picture and gain first mover advantage
- Along with developing healthy business culture, Advanced leaders will be able to ensure a smooth flow of communication within the organization

Benefits For You

- Enhanced awareness of personal leadership capabilities
- Enhanced work and peer relationships in the workplace
- Identify leadership style and understand the impact it has on the team’s performance as well as learn to modify leadership style based on the situation
- Develop a wide skill set related to decision making, communication, negotiation
- Lead projects and teams in a more efficient manner which will enhance productivity
- Improved career prospects as advanced leadership skills will be a bonus to the resume

Target Audience

- General managers
- Departmental heads, project heads
- Strategic managers
- Senior officers, Executives
- Professional mentors and coaches
- Policymakers
- Start-up founders, entrepreneurs

Course Outline

Concepts of Leadership

- Understanding the need for leadership in an organisational context

- Leaders are born not made vs. leaders are made not born
- Factors of leadership
- Principles of leadership
- Leadership vs. management

Leadership Framework

- Attributes of leadership
- Developing goals and values
- Identify roles and relationships
- Organizational culture
- Leading the organization: implementing business strategy, system fairness, workforce capability
- Leading the people: providing a productive work environment, recognizing and rewarding

Theories of Leadership

- Trait theory
- Behavioral theory
- Ohio State Studies: initiating structure, consideration
- University of Michigan Studies: employee-oriented and production oriented

Common Leadership Styles

- Coach, visionary, autocratic
- Laissez-faire, democratic, bureaucratic
- Developing the leadership style

Trust and Leadership

- Trust dimensions
- Types of trust: deterrence-based, knowledge-based, identification based

Contingency Theories

- Fielder Model: identifying leadership style, least preferred co-worker, contingency dimensions
- LPC score
- Matching leaders with a situation
- Situational theory: the readiness of followers
- path-goal theories

Assessing Leadership Strengths and Weaknesses

- Self-assessment
- 360-degree assessment
- Identifying gaps in leadership skills and managerial competencies
- Meyers Briggs Indicator Test

Module 8: Charismatic Leadership

- Developing an appealing vision
- Ability to take personal risk
- Being sensitive to follower’s needs

- Case study: Famous charismatic leaders and their characteristics- Jack Welch, Steve Jobs

Transformational Leadership

- Transactional vs. transformational leaders
- Full range of leadership model
- Idealized influence
- Inspirational motivation
- Intellectual stimulation
- Individualized consideration

Leadership Skills: Communication and Negotiation

- Developing leadership presence
- Interpersonal communication
- Active listening
- Transparency and empathy
- Conflict resolution
- Best practices of leader communication

Leadership Skills: Change Management and People Management

- Types of organizational changes
- Understanding and implementing change
- Overcoming resistance to change
- Seven R’s of change management
- Five C’s of people management

Contemporary Leadership Roles

- Mentoring
- Career and psychological functions of a mentor
- Self-leadership
- Challenges to leadership construct

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Registration Form

Advanced Leadership Program Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

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Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

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Register online
Open the course page