BLACKBIRD FOR TRAINING

Leadership Agility and Resilient Teams

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Kigali (Rwanda)

UK Traininig
PARTNER



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Leadership Agility and Resilient Teams

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Introduction

The Leadership Agility and Resilient Teams course focuses on developing leadership practices that help teams adapt to change, manage pressure, and maintain performance during uncertainty. Modern organizations need leaders who can respond quickly, guide teams through shifting priorities, and build a work environment that supports flexibility, trust, and accountability.

This course explains how agile leadership supports better decision-making, faster response, stronger collaboration, and improved team resilience. It also covers how to manage change, communicate during uncertainty, handle setbacks, strengthen team confidence, and maintain productivity without losing focus on people and performance.

The course is delivered over five connected days. It begins with the foundations of leadership agility, then moves into adaptive decision-making, resilient team culture, communication and change response, and finally performance sustainability and continuous improvement. The content is aligned with the provided course topic.

Course Objectives

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

- Understand the principles of leadership agility and team resilience.
- Identify leadership behaviors that support adaptability and trust.
- Respond effectively to changing priorities and uncertainty.
- Improve decision-making in dynamic work environments.
- Build team resilience during pressure and disruption.
- Strengthen communication during change and difficult situations.
- Support collaboration, accountability, and psychological safety.
- Manage team energy, motivation, and performance under pressure.
- Address resistance, setbacks, and uncertainty in a structured way.
- Develop practical leadership actions for resilient teams.
- Monitor team performance and resilience indicators.
- Build continuous improvement practices for agile leadership.



Course Outlines

Day 1: Foundations of Leadership Agility.

- Concept of leadership agility and its role in modern organizations.
- Difference between traditional leadership and agile leadership.
- Key behaviors of agile leaders.
- Relationship between agility, trust, accountability, and performance.
- Common challenges leaders face during change and uncertainty.
- Responsibilities of leaders in building adaptable teams.

Day 2: Adaptive Decision-Making and Prioritization.

- Making decisions in changing and uncertain environments.
- Prioritizing work based on value, urgency, and team capacity.
- Balancing speed, quality, and risk in leadership decisions.
- Using feedback and data to adjust direction.
- Managing competing priorities across teams.
- Practical application of decision-making during a changing business scenario.

Day 3: Building Resilient Team Culture.

- Concept of team resilience and its impact on performance.
- Building trust and psychological safety within teams.
- Supporting motivation and engagement during pressure.
- Managing workload, stress, and team energy.
- Strengthening collaboration and shared accountability.
- Practical application of assessing team resilience factors.

Day 4: Communication, Change Response, and Conflict Handling.

- Communicating clearly during uncertainty and change.
- Managing resistance and emotional reactions.
- Handling difficult conversations with team members.
- Resolving conflict caused by pressure or unclear priorities.
- Aligning teams around changing objectives.
- Practical application of leading a team through a change scenario.



Day 5: Sustaining Performance and Continuous Improvement.

- Monitoring team performance during change.
- Identifying early signs of burnout, disengagement, and performance decline.
- Reviewing lessons learned from setbacks and disruptions.
- Building team routines for reflection and improvement.
- Creating leadership action plans for sustained resilience.
- Integrated application linking agility, communication, resilience, performance, and improvement.

Why Attend this Course: Wins & Losses!

- Improve the ability to lead teams during change and uncertainty.
- Strengthen leadership flexibility and response speed.
- Build stronger trust and accountability within teams.
- Improve decision-making under pressure.
- Support better prioritization during shifting business needs.
- Strengthen communication during difficult situations.
- Improve team resilience and engagement.
- Reduce disruption caused by resistance or unclear direction.
- Support healthier team performance during pressure.
- Improve collaboration across changing work conditions.
- Develop practical leadership actions for resilient teams.
- Build a structured approach to continuous team improvement.

Conclusion

The Leadership Agility and Resilient Teams course provides a practical framework for leading teams in changing and uncertain work environments. It covers the main stages of agile leadership, starting with understanding leadership agility, then improving decision-making, building resilient team culture, communicating during change, handling conflict, and sustaining performance.

The program follows a connected sequence that helps participants understand how leadership behavior affects team confidence, adaptability, engagement, and performance. It also explains how resilient teams are built through trust, clear priorities, effective communication, shared accountability, and continuous learning.

By the end of the course, participants will have a practical understanding of how to lead with agility, support team resilience, manage pressure, respond to change, and maintain performance. The course supports stronger leadership practices, healthier team dynamics, better adaptability, and more sustainable organizational performance.

