

## The Art of Supervisory Leadership

*Kigali (Rwanda)*

*18 - 22 May 2026*

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## The Art of Supervisory Leadership

Code: LM28 From: 18 - 22 May 2026 City: Kigali (Rwanda) Fees: 3300 Pound

### Introduction

This course delves into the essential distinction between management and leadership. It provides participants with an in-depth understanding of emotional intelligence and explores major leadership theories and approaches, with a focus on situational leadership. The course also addresses the pivotal role of a leader as a delegator and a change agent, enabling you to better lead and support your teams in any organizational setting.

### Course Objectives

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

- Distinguish between management and leadership, understanding their core differences and strengths.
- Identify your leadership style through self-assessment and recognize key leadership competencies.
- Examine various leadership theories, with a primary focus on situational leadership.
- Define emotional intelligence EI and understand the major competencies that drive effective leadership.
- Understand the leader's role as a delegator and change agent, and implement strategies to lead change in your organization.

### Course Outlines

#### Day 1: Leaders, Not Managers

- Definitions and key differences between management and leadership.
- Exploring classical and modern-day differences in leadership styles.
- Debunking leadership myths and understanding the practices of exemplary leaders:
  - Challenging the process.
  - Inspiring a vision.
  - Modeling the way.
  - Enabling others to act.
  - Encouraging the heart.
- Discussing the perennial question: nature vs. nurture in leadership.
- The Ten Truths About Leadership.

#### Day 2: Personal Style and Leadership Qualities

- Self-assessment: Identifying your leadership style and qualities.
- Linking leadership style with leadership qualities.
- Characteristics of admired leaders.
- Understanding the leadership journey and exploring situational leadership:
  - Review of major leadership theories such as trait theory, behavioral theory, and leadership grids.

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- Situational leadership theory and simulation.
- Understanding maturity levels of situations and aligning them with appropriate leadership styles.

### Day 3: The Emotionally Intelligent Leader

- Overview of Emotional Intelligence EI: What it is and how it impacts leadership.
- Intrapersonal and interpersonal intelligence.
- Emotional Quotient EQ vs. Intelligence Quotient IQ: Understanding the differences and the importance of both.
- The EI competency framework.
- Applying 18 EI competencies in practice with real-life examples and brainstorming.

### Day 4: Leadership, Delegation, and Empowerment

- Delegation: Definition, objectives, and rules for effective delegation.
- Understanding delegation levels and the importance of assigning tasks correctly.
- Exploring why delegation is not always popular and how to overcome resistance.
- Empowerment: Understanding its definition and how to empower your team.
- Ten ways to empower employees and determining whether your organization is ready for empowerment.

### Day 5: The Leader as a Change Catalyst

- The nature of change: How to lead change effectively within your organization.
- Kotter's eight-step change process model.
- Understanding and dealing with resistance to change.

### Why Attend this Course: Wins & Losses!

Attending this course will provide you with numerous key benefits:

- Master leadership and supervisory skills: Learn how to develop and apply supervisory leadership skills to effectively manage and guide teams.
- Enhance your emotional intelligence: Gain a deeper understanding of emotional intelligence EI and its critical role in leading teams and organizations.
- Build your leadership style: By completing self-assessments, you will identify your unique leadership style and how to adjust it for various organizational situations.
- Develop effective delegation and empowerment techniques: Learn the art of delegation and empowerment to increase team efficiency and morale.
- Lead change effectively: Learn strategies for becoming a change agent within your organization, improving adaptability and leadership during transitions.

### Conclusion

The Art of Supervisory Leadership course provides an exceptional opportunity for individuals to enhance their supervisory leadership skills and refine their approach to leadership. You will gain a comprehensive understanding of leadership styles, emotional intelligence, delegation, and change management—all crucial elements for fostering high-performing teams and driving organizational success. By mastering these critical areas, you will be better equipped to lead effectively and inspire positive change within your organization.

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a gold pawn behind it. The text 'UK Training PARTNER' is overlaid on the right side of the board.

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