BLACKBIRD FOR TRAINING

360-degree Leadership

13 – 17 September 2027
Kigali (Rwanda)

UK Traininig
PARTNER



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Introduction

In today's ever-evolving business landscape, effective leadership is critical for success. This intensive program provides cutting-edge approaches and techniques for leading teams successfully, offering both theoretical insights and practical applications. The course is designed for leaders looking to hone their leadership capabilities, focusing on the core competencies of communication, decision-making, problem-solving, team building, conflict resolution, and goal setting. By actively engaging in real-world scenarios, participants will develop the skills necessary to apply leadership principles effectively, enabling them to lead with confidence and drive performance.

Course Objectives

By the end of this course, participants will:

- Understand and apply modern leadership principles to build a positive and productive work culture.
- Develop team-building strategies that inspire and motivate employees to perform at their best.
- Define goal structures to measure performance in dynamic, fast-paced environments.
- Design actionable conflict resolution tools based on effective listening skills and clear communication.
- Enhance decision-making abilities by leveraging data-driven insights from analytics and reports.
- Master the art of 360-degree leadership, applying it to drive results across all levels of the organization.

Course Outlines

Day 1: Introduction to 360-Degree Leadership

- Discover the meaning and significance of 360-degree leadership and how it applies to modern business.
- Learn about the qualities of good leadership and how they contribute to overall organizational success.
- Understand how 360-degree leadership can transform both mature organizations and those undergoing disruption.
- Develop a framework for assessing personal leadership strengths and areas for improvement.



Day 2: Self-Leadership

- Techniques for personal development, vision building, and self-motivation.
- Identify your leadership strengths and weaknesses and explore strategies for improvement.
- Enhance communication skills through active listening and engaging conversations.
- Develop the ability to communicate goals and objectives clearly and effectively.
- Understand the differences between verbal and non-verbal communication styles in various professional contexts, including virtual settings.

Day 3: Relationship Building & Team Development

- Analyze different team structures and interpersonal dynamics.
- Learn conflict resolution tactics to manage team disputes and foster collaboration.
- Understand the importance of setting boundaries and shared expectations within teams.
- Master the art of delegation to manage resistance to change and inspire action.
- Empower employees at all levels by creating a culture of engagement and responsibility.

Day 4: Organizational Dynamics & Problem-Solving

- Develop critical thinking and problem-solving skills to address complex challenges.
- Use systems thinking and other problem-solving models to brainstorm and implement solutions.
- Apply emotional intelligence EI to resolve conflicts and facilitate effective decision-making.
- Explore techniques for fostering consensus within teams and ensuring alignment with organizational goals.

Day 5: Final Reflection & Wrap-Up

- Apply the leadership concepts learned throughout the course, including frameworks like The Five Practices of Exemplary Leaders by Jim Kouzes.
- Participate in planning exercises to create actionable paths for success in both personal and professional arenas.
- Engage in self-assessment and peer feedback mechanisms to evaluate growth and areas for improvement.
- Reflect on how to integrate learned principles into future leadership scenarios requiring strategic thinking and stakeholder engagement.

Why Attend This Course: Wins & Losses!

- Gain expertise in 360-degree leadership to drive holistic performance across all levels of your organization.
- Develop leadership strategies that inspire teams, improve collaboration, and enhance decision-making.
- Learn actionable conflict resolution techniques to navigate workplace challenges effectively.
- Receive leadership training that empowers you to lead with confidence, agility, and a deep understanding of team dynamics.
- Obtain valuable tools to enhance communication skills and build strong, trustworthy relationships with your team.



Conclusion

Upon completing this course, participants will have gained in-depth knowledge of modern leadership principles, including the highly effective 360-degree leadership approach. With enhanced communication skills, improved decision-making capabilities, and strategies for conflict resolution and team building, you will be equipped to lead confidently in any organizational context.

The tools and frameworks shared throughout the course will enable you to elevate your leadership capabilities, influence change, and drive results across your organization. By applying the principles learned, you will become a more effective leader who fosters growth, engagement, and success for both yourself and your team.

Join this course to unlock your leadership potential and take the next step toward becoming the leader your organization needs!

