

Leadership Skills for Non-Managers: Motivating and Engaging Teams

Madrid (Spain)

9 - 13 February 2026

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Leadership Skills for Non-Managers: Motivating and Engaging Teams

Code: LM28 From: 9 - 13 February 2026 City: Madrid (Spain) Fees: 4400 Pound

Introduction

This course is designed for professionals without a formal managerial role who want to develop leadership skills within their teams. Participants will learn how to motivate and engage their teams by building trust, improving communication, and fostering collaboration. The course focuses on providing effective strategies for leading teams, even without formal authority, helping participants become inspiring leaders within their teams.

Course Objectives

- Learn how to motivate teams and achieve effective engagement.
- Develop leadership skills despite lacking a formal managerial role.
- Build trust within teams to enhance collaboration and productivity.
- Improve communication skills to foster team engagement.
- Learn how to identify and enhance individual team members' motivations.
- Develop strategies to encourage collaboration and teamwork.
- Learn how to face challenges and motivate the team to maintain high engagement.
- Lead by example to inspire and motivate the team.
- Create strategies to sustain team motivation and engagement over time.

Course Outlines

Day 1: Introduction to Leadership Without Authority

- Understand the concept of leadership without a formal managerial position.
- Explore the principles of motivating and engaging teams.
- Identify the differences between leadership and management.
- Assess the impact of non-managerial leadership on team dynamics.
- Explore various ways to motivate and inspire your team.

Day 2: Building Trust and Effective Communication within Teams

- Learn techniques to build trust within teams.
- Improve communication skills to enhance engagement.
- Practice active listening techniques to strengthen team connections.
- Use transparency to build trust among team members.
- Learn how to give constructive feedback that motivates team members.

Day 3: Motivating and Inspiring Your Team

- Learn intrinsic and extrinsic motivation techniques.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it. The pieces are gold and silver. The board is white and black squares. In the background, there are concentric circles radiating from the center.

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- Understand how to identify and meet individual motivators within the team.
- Learn how to set goals that inspire and engage the team.
- Use recognition and rewards to motivate and inspire others.
- Create a positive and supportive environment that encourages participation.

Day 4: Encouraging Collaboration and Teamwork

- Learn how to create an environment that encourages collaboration.
- Break down silos and promote teamwork across the team.
- Enhance role clarity to facilitate collaboration.
- Learn how to manage conflicts and promote teamwork.
- Use team-building exercises to strengthen team bonds.

Day 5: Leading by Example and Sustaining Engagement

- Learn how to lead by example and set the tone for the team.
- Understand how your actions affect team morale and engagement.
- Develop skills to inspire the team through challenges and successes.
- Align team efforts with organizational goals.
- Create actionable plans to sustain team engagement in the long term.
- Reflect on your leadership journey and identify areas for continued growth.

Why Attend This Course: Wins & Losses!

- Gain skills to motivate and engage your team despite lacking formal authority.
- Learn how to build trust and enhance collaboration within teams.
- Develop effective communication skills to improve team engagement.
- Learn strategies for encouraging teamwork and collaboration.
- Improve team performance and productivity.
- Lead your team by example and inspire motivation.
- Ensure long-term engagement and success by creating strategies for sustainability.
- Develop a personal action plan to motivate the team and achieve its goals.

Conclusion

The "Leadership Skills for Non-Managers: Motivating and Engaging Teams" course is a valuable opportunity for professionals who lack a formal managerial role but want to develop leadership skills within their teams. By learning how to build trust, motivate the team, and encourage collaboration, participants will gain the skills needed to positively impact their teams and achieve success.

Enroll now to develop your leadership skills and contribute to your team's success and organizational goals.

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