BLACKBIRD FOR TRAINING

High Performance Leadership

18 – 22 April 2027
Istanbul (Turkey)

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Introduction

In a rapidly changing world marked by volatility, ambiguity, and complexity, traditional leadership skills are no longer sufficient to ensure sustainable organizational success.
Today's leaders must adopt a High Performance Leadership mindset — one that focuses on delivering exceptional results, motivating teams, and transforming challenges into opportunities.

This course has been carefully designed for a broad audience of executives, team leaders, and high-potential professionals at various career levels across both public and private sector organizations in the MENA region.

Participants will gain practical tools and applied leadership strategies that elevate individual and institutional performance, tailored to the unique demands of sectors such as oil and gas, finance, telecommunications, government, HR, project management, and more.

Whether you're seeking an accredited professional certificate, advancing your current leadership skill set, or exploring cutting-edge global best practices — this program offers you an actionable roadmap to lead with impact.

Course Objectives

- Understand the core principles of high performance leadership.
- Build motivational and influence skills for culturally diverse teams.
- Apply coaching tools to support individual and team growth.
- Analyze the behaviors of high-impact leaders and replicate their strategies.
- Utilize tools for assessing both individual and organizational performance.
- Strengthen emotional intelligence and leadership communication.
- Design productive, accountable work environments.
- Develop strategies for decision-making and conflict resolution in high-stakes scenarios.



Course Outlines

Day 1: Foundations of High Performance Leadership

- Introduction to high performance leadership vs. traditional models.
- Key traits and habits of high-performing leaders.
- Leadership vs. management: distinct roles and responsibilities.
- Organizational context and leadership readiness.
- High-performing team dynamics.
- Common leadership pitfalls in complex environments.

Day 2: Influence, Motivation & Leading with Objectives

- Influence and persuasion techniques for leaders.
- Motivation theories applied in team settings.
- SMART goal setting and performance alignment.
- Leading through KPIs and outcome tracking.
- Empowerment and participatory leadership models.
- Real-world case studies and role-based simulations.

Day 3: Adaptive & Agile Leadership

- Core principles of adaptive leadership during change.
- Growth mindset and leadership agility.
- Leading hybrid or remote teams.
- Navigating uncertainty and risk in decision-making.
- Supporting teams through disruption and crises.
- Practical exercise: Leadership scenario analysis.

Day 4: Coaching & Leadership Development Tools

- Leadership assessment tools 360 Feedback, MBTI, DISC.
- Principles of coaching and mentorship.
- Coaching frameworks: GROW Model, CLEAR Model.
- Conducting one-on-one development conversations.
- Constructive feedback delivery.
- Simulation: real-life coaching dialogues.



Day 5: Institutionalizing High Performance Leadership

- Embedding high performance into organizational culture.
- Leadership impact metrics and institutional ROI.
- Designing Individual Development Plans IDPs.
- Creating environments that foster leadership innovation.
- Final project: Building a personal leadership roadmap.
- Group review and leadership assessment.

Why Attend this Course: Wins & Losses!

- Tailored leadership development for all career levels.
- Practical tools applicable to the MENA business context.
- Exposure to globally recognized performance models.
- Enhanced decision-making and strategic thinking skills.
- Expanded cross-sector professional network.
- Post-course development plan to support long-term growth.
- Accredited certification for added professional credibility.
- Real-life scenarios for direct workplace application.

Conclusion

High performance leadership is not an abstract concept — it is a learnable, measurable, and repeatable set of competencies.
This course equips you with the tools, frameworks, and mindset to lead with purpose, inspire your teams, and deliver transformative results across your organization.

Whether you're starting your career and want to build a strong leadership foundation, navigating a mid-level transition, or a senior leader seeking breakthrough results — this program gives you a practical, high-impact roadmap to elevate your leadership and drive sustained performance in today's evolving work landscape.

