BLACKBIRD FOR TRAINING

Leadership Training for Managers

25 – 29 October 2027
Kigali (Rwanda)



Leadership Training for Managers

Ref: 3255121_188048 **Date:** 25 – 29 October 2027 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Introduction

Effective leadership is a cornerstone of organizational success and sustainability. Through leadership training for managers, participants will develop essential leadership skills that transform teams into high-performing units capable of achieving strategic objectives. This program is designed for executives, team leaders, and professionals in managerial roles who aim to strengthen their decision-making, communication, and motivational capabilities. The course provides practical tools and frameworks to help managers face challenges, guide their teams with confidence, and create measurable impact in their organizations.

Course Objectives

- Understand the foundations of modern leadership and its role in organizational success.
- Develop effective communication skills to build trust and engagement.
- Enhance decision-making abilities under pressure.
- Apply motivational strategies to increase team productivity.
- Manage conflicts and challenges with professionalism and resilience.
- Promote ethical leadership to foster integrity and accountability.
- Build and lead high-performing teams.
- Align individual goals with broader organizational objectives.

Course Outlines

Day 1: Foundations of Effective Leadership

- The concept of leadership and its role in organizations.
- Key differences between leadership and management.
- Exploring leadership styles and their applications.
- Characteristics of successful leaders.
- The importance of vision and mission in leadership.
- Case studies from successful leadership experiences.



Day 2: Leadership Communication Skills

- Tools for effective communication with teams.
- Active listening and understanding employee needs.
- Body language and nonverbal communication in leadership.
- Giving constructive and positive feedback.
- Communicating during crises and resolving conflicts.
- Practical exercises to enhance communication skills.

Day 3: Decision-Making and Problem-Solving

- Structured approaches to making strategic decisions.
- Tools for analyzing complex problems.
- Critical and creative thinking in leadership.
- Using data to support decision-making.
- Risk management in leadership decisions.
- Real-world case studies on decision-making.

Day 4: Motivating Teams and Driving Performance

- Practical strategies for motivating employees.
- Building cohesive and high-performing teams.
- Setting clear goals and tracking progress.
- Managing individual and team performance.
- Addressing behavioral challenges in teams.
- Group exercises to strengthen team collaboration.

Day 5: Leading in a Changing Environment

- Leadership during organizational change and transformation.
- Effective change management strategies.
- Ethical leadership and its organizational impact.
- Adapting to technological and managerial change.
- Participant evaluation of leadership practices.
- Developing a practical action plan for post-course application.



Why Attend This Course: Wins & Losses!

- Gain advanced leadership skills applicable to real-world challenges.
- Acquire practical tools to support managerial performance.
- Improve communication and build trust with teams.
- Enhance decision-making and problem-solving under pressure.
- Learn proven techniques to motivate employees effectively.
- Access case studies and hands-on exercises for better learning.
- Leave with a practical action plan for workplace application.
- Boost career growth and professional advancement opportunities.

Conclusion

Participating in leadership training for managers is a strategic investment for anyone aiming to strengthen their leadership capacity. The program equips participants with a balanced mix of theoretical knowledge and practical applications that prepare them to lead teams effectively, drive innovation, and manage change with confidence. By the end of the course, attendees will leave with actionable tools for building strong teams, making better decisions, and creating a culture of accountability and trust. This program not only enhances leadership capabilities but also provides managers with a roadmap for achieving lasting organizational impact and sustainable success.

