BLACKBIRD FOR TRAINING

Leadership & People Management

29 March – 2 April 2027
Kigali (Rwanda)

UK Traininig
PARTNER



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Introduction

Leadership and People Management are essential pillars for organizational success. They reflect a leader's ability to guide teams, foster collaboration, and build a positive work environment that drives strategic goals. Developing these skills enables leaders and managers to address evolving challenges, inspire employees, and create integration across departments to ensure efficiency and productivity.

This course is designed to provide participants with a deep understanding of modern practices in leadership and people management, with a focus on practical tools and applicable techniques that empower leaders to achieve excellence and ensure sustainable success.

Course Objectives

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

- Understand the core and advanced principles of leadership and people management.
- Apply strategies to build high-performing teams.
- Develop effective communication, active listening, and influencing skills.
- Manage conflicts and transform them into opportunities for development.
- Use motivation techniques to boost commitment and engagement.
- Strengthen decision-making capabilities in complex situations.
- Apply performance evaluation tools and develop human capital.
- Design professional development plans aligned with organizational goals.

Course Outlines

Day 1: Fundamentals of Leadership & People Management

- Introduction to leadership concepts and modern approaches.
- The difference between leadership and management.
- Leadership styles and their impact on workplace culture.
- Traits of an effective leader.
- Leader-team relationship dynamics.
- Workshop: analyzing leadership styles.



Day 2: Building High-Performing Teams

- Stages of team formation and development.
- Task distribution and delegation of authority.
- Group dynamics and collaboration.
- Managing diversity within teams.
- Enhancing cross-departmental cooperation.
- Practical exercise: drafting a team efficiency plan.

Day 3: Communication & Influence

- Principles of effective communication in organizations.
- Active listening as a leadership tool.
- Conducting productive meetings.
- Persuasion and influence techniques.
- Overcoming resistance to change.
- Case study: improving communication within a team.

Day 4: Conflict Management & Motivation

- Types of conflicts in the workplace.
- Strategies for conflict resolution.
- Negotiation techniques for leaders.
- Individual and team motivation methods.
- Role of emotional intelligence in people management.
- Group activity: resolving a simulated team conflict.

Day 5: Developing People & Strategic Leadership

- Evaluating individual and team performance.
- Designing training and development plans.
- Creating a culture of continuous learning.
- Strategic decision-making in people management.
- Key performance indicators for leadership success.
- Final evaluation and project presentations.



Why Attend This Course: Wins & Losses!

- Gain in-depth knowledge of leadership and people management.
- Develop decision-making and strategic leadership skills.
- Strengthen communication and persuasion capabilities.
- Learn effective methods for team building and motivation.
- Improve conflict management techniques.
- Benefit from case studies and practical exercises.
- Enhance performance evaluation and HR development skills.
- Receive a recognized certificate of completion.

Conclusion

The Leadership & People Management course provides a practical, comprehensive framework for developing leadership skills and strengthening human capital management within organizations. It combines theory with hands-on applications through workshops, case studies, and interactive activities that allow participants to transform concepts into actionable practices in their workplace.

Investing in leadership and people management development is a strategic step toward sustaining organizational success, enhancing performance, and creating a healthy environment that drives innovation and excellence.

