Advanced Leadership Training for New Managers | 1-Week Course

19 – 23 April 2027
Düsseldorf (Germany)



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Introduction

Transitioning into a management position is one of the most significant milestones in a professional career. The shift from being an individual contributor to becoming a manager requires far more than technical expertise. New managers are expected to lead people, make informed decisions, manage competing priorities, inspire high-performing teams, and align day-to-day operations with organizational strategy. This transition demands a new set of leadership competencies that enable managers to balance operational responsibilities with strategic thinking while fostering collaboration, accountability, and continuous improvement.

In today's rapidly changing business environment, organizations depend on capable leaders who can navigate uncertainty, communicate with confidence, influence stakeholders, resolve workplace challenges, and drive sustainable business results. Whether leading a small team or managing complex projects, first-time managers and emerging leaders must develop the ability to motivate employees, build trust, strengthen engagement, and create a culture of innovation and high performance. Effective leadership has become a critical competitive advantage that directly influences organizational success, employee retention, customer satisfaction, and long-term business growth.

The Advanced Leadership Development for New Managers Program is a comprehensive leadership development program designed specifically for new managers, first-time supervisors, team leaders, and emerging leaders seeking to accelerate their management capabilities. Rather than focusing solely on leadership theory, this intensive one-week leadership training course combines practical frameworks, interactive workshops, leadership simulations, self-assessments, coaching techniques, and real-world business scenarios to develop the essential competencies required for successful leadership.

Throughout the program, participants strengthen their abilities in strategic leadership, leadership communication, emotional intelligence, decision-making, problem-solving, change management, conflict resolution, coaching and mentoring, delegation, performance management, and innovation leadership. The course also explores modern leadership approaches that enable managers to build resilient teams, encourage accountability, improve collaboration, and support continuous organizational improvement.

Participants will gain practical tools and proven leadership models that can be immediately applied in the workplace to improve team effectiveness, strengthen employee engagement, enhance productivity, and support organizational objectives. Through experiential learning and practical application, they will develop the confidence required to lead people successfully, manage organizational change, make sound strategic decisions, and foster a culture of innovation and excellence.

By integrating advanced leadership principles with practical management techniques, this leadership development program equips participants with the knowledge, skills, and confidence required to become highly effective managers capable of leading high-performing teams and contributing to long-term organizational success.



Course Objectives

By the end of this Advanced Leadership Development for New Managers Program, participants will be able to:

- Understand the transition from individual contributor to effective people leader.
- Apply advanced leadership principles to improve managerial effectiveness.
- Strengthen strategic communication and interpersonal leadership skills.
- Build trust, credibility, and influence across teams and organizational levels.
- Develop emotional intelligence to enhance leadership effectiveness.
- Apply structured decision-making and analytical problem-solving methodologies.
- Improve delegation techniques to increase accountability and team ownership.
- Manage organizational change using proven change management principles.
- Resolve workplace conflicts through negotiation, mediation, and collaborative communication.
- Improve employee engagement by creating a positive and motivating work environment.
- Coach and mentor employees to improve performance and professional development.
- Establish clear performance expectations and conduct effective performance management discussions.
- Promote innovation, creativity, and continuous improvement within teams.
- Balance operational priorities with long-term strategic leadership objectives.
- Develop a personalized leadership action plan that supports continuous professional growth.

Course Outlines

Day One: Foundations of Advanced Leadership

- Transitioning from individual contributor to leader: key mindset shifts.
- Exploring leadership styles and when to apply them.
- Building emotional intelligence for influence and trust.
- Leading, motivating, and sustaining high-performing teams.
- Workshop: Self-assessment and development of a personalized leadership profile.

Day Two: Strategic Communication and Influence

- Mastering strategic communication for clarity and impact.
- The art of persuasion and influencing without authority.
- Delivering and receiving constructive feedback effectively.
- Facilitating productive meetings and decision-oriented discussions.
- Exercise: Role-play scenarios on feedback and influence in team settings.



Day Three: Decision-Making and Problem-Solving Excellence

- Structured frameworks for problem-solving and analysis.
- Assessing and mitigating risk in managerial decisions.
- Leveraging data and evidence for strategic decision-making.
- Managing ethical dilemmas and making principled leadership choices.
- Case Study: Solving complex organizational challenges through data-driven decisions.

Day Four: Change Management and Conflict Resolution

- Leading change initiatives in dynamic environments.
- Understanding and overcoming resistance to change.
- Applying effective negotiation and mediation strategies.
- Building team resilience during periods of transformation.
- Simulation: Designing and presenting a change management plan.

Day Five: Performance Management and Innovation Leadership

- Setting clear expectations and managing team performance.
- Coaching and mentoring for employee growth and retention.
- Encouraging innovation and continuous improvement within teams.
- Balancing short-term results with long-term strategic thinking.
- Workshop: Developing a performance improvement and innovation plan.

Why Attend this Course: Wins & Losses!

- Develop the confidence to transition successfully from an individual contributor to an effective people manager.
- Strengthen leadership communication skills to build trust, influence stakeholders, and inspire high-performing teams.
- Apply advanced leadership principles to improve managerial effectiveness and organizational performance.
- Enhance strategic thinking and decision-making capabilities using structured analytical frameworks.
- Improve problem-solving skills to address complex business and operational challenges with confidence.
- Build emotional intelligence to strengthen relationships, improve collaboration, and lead with empathy.
- Apply effective delegation techniques that increase accountability, ownership, and employee engagement.
- Develop practical coaching and mentoring skills to support employee development and long-term talent retention.
- Manage organizational change more effectively by reducing resistance and leading teams through periods of transformation.



Conclusion

The Advanced Leadership Development for New Managers Program provides a comprehensive framework for developing the leadership competencies required by today's first-time managers, supervisors, and emerging leaders. Combining proven leadership principles with practical management techniques, the program prepares participants to confidently lead teams, manage organizational challenges, and contribute to long-term business success.

Throughout the course, participants strengthen their capabilities in strategic leadership, leadership communication, emotional intelligence, decision-making, problem-solving, change management, conflict resolution, coaching, mentoring, delegation, and performance management. Through interactive workshops, practical simulations, leadership assessments, and real-world business scenarios, they gain valuable experience that can be immediately applied within their organizations.

The program also emphasizes the importance of building high-performing teams, fostering employee engagement, encouraging innovation, and creating a culture of accountability and continuous improvement. Participants learn how to align daily operational activities with strategic organizational objectives while developing the leadership mindset required to inspire others, navigate uncertainty, and drive sustainable performance.

By the end of this leadership development program, participants will possess a practical leadership toolkit that enables them to communicate with greater influence, make informed strategic decisions, resolve workplace challenges effectively, and lead organizational change with confidence. These capabilities position them to become highly effective managers who can strengthen organizational performance, develop future leaders, and contribute meaningfully to organizational growth, resilience, and long-term leadership excellence.

