BLACKBIRD FOR TRAINING

The Art of Supervisory Leadership

4 – 8 January 2027
Düsseldorf (Germany)

UK Traininig
PARTNER



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The Art of Supervisory Leadership

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Introduction

This course explores the essential distinction between management and leadership. It provides participants with an in-depth understanding of emotional intelligence and explores major leadership theories and approaches, with a focus on situational leadership. The course also addresses the pivotal role of a leader as a delegator and a change agent, enabling you to better lead and support your teams in any organizational setting.

Course Objectives

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

- Distinguish between management and leadership, understanding their core differences and strengths.
- Identify your leadership style through self-assessment and recognize key leadership competencies.
- Examine various leadership theories, with a primary focus on situational leadership.
- Define emotional intelligence EI and understand the major competencies that drive effective leadership.
- Understand the leader's role as a delegator and change agent, and implement strategies to lead change in your organization.

Course Outlines

Day 1: Leaders, Not Managers

- Definitions and key differences between management and leadership.
- Exploring classical and modern-day differences in leadership styles.
- Debunking leadership myths and understanding the practices of exemplary leaders:
    - Challenging the process.
    - Inspiring a vision.
    - Modeling the way.
    - Enabling others to act.
    - Encouraging the heart.
- Discussing the perennial question: nature vs. nurture in leadership.
- The Ten Truths About Leadership.

Day 2: Personal Style and Leadership Qualities



- Self-assessment: Identifying your leadership style and qualities.
- Linking leadership style with leadership qualities.
- Characteristics of admired leaders.
- Understanding the leadership journey and exploring situational leadership is essential.
    - Review of major leadership theories,, such as trait theory, behavioral theory, and leadership grids.
    - Situational leadership theory and simulation.
    - Understanding maturity levels of situations and aligning them with appropriate leadership styles.

Day 3: The Emotionally Intelligent Leader

- Overview of Emotional Intelligence EI: What it is and how it impacts leadership.
- Intrapersonal and interpersonal intelligence.
- Emotional Quotient EQ vs. Intelligence Quotient IQ: Understanding the differences and the importance of both.
- The EI competency framework.
- We will apply the 18 EI competencies in practice through real-life examples and brainstorming sessions.

Day 4: Leadership, Delegation, and Empowerment

- Delegation: Definition, objectives, and rules for effective delegation.
- Understanding delegation levels and the importance of assigning tasks correctly.
- We will also delve into the reasons behind the lack of popularity of delegation and explore strategies to overcome any resistance.
- Empowerment: Understanding its definition and how to empower your team.
- Ten ways to empower employees and to determine whether your organization is ready for empowerment.

Day 5: The Leader as a Change Catalyst

- The nature of change: How to lead change effectively within your organization.
- Kotter's eight-step change process model.
- Understanding and dealing with resistance to change.

Why Attend this Course: Wins & Losses!

Attending this course will provide you with numerous key benefits:



- Master leadership and supervisory skills: Learn how to develop and apply supervisory leadership skills to effectively manage and guide teams.
- Enhance your emotional intelligence: Learn more about emotional intelligence EI and its critical role in leading teams and organizations.
- Build your leadership style: By completing self-assessments, you will identify your unique leadership style and how to adjust it for various organizational situations.
- Develop effective delegation and empowerment techniques: Learn the art of delegation and empowerment to increase team efficiency and morale.
- Lead change effectively: Learn strategies for becoming a change agent within your organization, improving adaptability and leadership during transitions.

Conclusion

The Art of Supervisory Leadership course provides an exceptional opportunity for individuals to enhance their supervisory leadership skills and refine their approach to leadership. You will learn more about leadership styles, emotional intelligence, delegation, and change management—all crucial elements for fostering high-performing teams and driving organizational success. By mastering these critical areas, you will be better equipped to lead effectively and inspire positive change within your organization.

