BLACKBIRD FOR TRAINING

Leadership and Responsibility

25 – 29 October 2027
Kigali (Rwanda)



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Ref: 3255142_333132 **Date:** 25 – 29 October 2027 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Introduction

In today's workplace, leadership is no longer limited to executives at the top. It has become an essential skill for anyone striving to grow, create impact, and drive results. The combination of leadership and responsibility is at the heart of organizational success, where values are reflected in actions, and individual decisions translate into collective outcomes.

This course equips participants with a deep understanding of authentic leadership, the dimensions of responsibility at different organizational levels, and practical tools to apply in daily work. By mastering these skills, participants will be better prepared to handle challenges, balance personal and institutional goals, and contribute to sustainable success.

Course Objectives

- Understand the fundamental concepts of leadership and responsibility.
- Analyze the relationship between leadership and professional ethics.
- Develop the ability to make decisions and take ownership of outcomes.
- Apply effective strategies for motivating and inspiring teams.
- Strengthen communication skills and build trust with stakeholders.
- Manage complex situations and resolve conflicts effectively.
- Evaluate different leadership styles and apply the right one to each context.
- Build a clear leadership vision aligned with organizational goals.

Course Outlines

Day 1: Fundamentals of Leadership and Responsibility

- Introduction to modern leadership concepts.
- Dimensions of individual and collective responsibility.
- The difference between management and leadership.
- The role of values in shaping leadership behavior.
- Common challenges in practicing leadership.
- Case study discussions.



Day 2: Leadership Styles and Communication Skills

- Overview of leadership styles.
- Selecting the right style for different situations.
- Building effective communication channels within teams.
- Active listening and positive influence skills.
- Handling disagreements in the workplace.
- Practical simulations of leadership scenarios.

Day 3: Strategic Leadership and Accountability

- Linking leadership to organizational strategy.
- The role of accountability in sustainable performance.
- Techniques for making difficult decisions.
- Balancing risks and opportunities.
- Enhancing critical and creative thinking.
- Scenario-based applications.

Day 4: Team Motivation and Performance Management

- Strategies for motivating individuals and teams.
- Creating an inspiring and supportive work environment.
- Tools for evaluating and tracking performance.
- Defining clear roles and responsibilities.
- Leading through times of change and challenges.
- Group activity applying motivation techniques.

Day 5: Ethical Leadership and Final Evaluation

- The importance of ethics in leadership.
- Promoting integrity and transparency in decision-making.
- Real-world cases of accountability in leadership.
- Designing a personal leadership development plan.
- Final participant evaluation through applied activity.
- Key takeaways and next steps for future growth.



Why Attend This Course? Wins & Losses!

- Gain practical and applicable knowledge.
- Build confidence in leadership roles.
- Strengthen decision-making skills.
- Improve ability to handle challenges.
- Learn the latest global best practices.
- Develop a deeper understanding of accountability.
- Network with like-minded professionals.
- Design a personal and professional growth plan.

Conclusion

The integration of leadership and responsibility is not just a professional requirement but a long-term commitment to building stronger teams and more successful organizations. This course provides a comprehensive framework that empowers participants to understand their leadership roles, acquire practical tools, and apply responsibility effectively across different contexts.

Through daily modules, case studies, and applied activities, participants will bridge theory with real-world practice, ultimately developing a roadmap for continuous leadership growth. By the end of this program, they will have greater clarity on their responsibilities and their role in driving sustainable organizational success.

