BLACKBIRD FOR TRAINING

High Impact Leadership For Two-days

25 – 29 January 2027
Kigali (Rwanda)

UK Traininig
PARTNER



www.blackbird-training.com

High Impact Leadership For Two-days

Ref: 3255778_351300 **Date:** 25 – 29 January 2027 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Introduction

The High Impact Leadership course is designed to strengthen leadership capacity, improve leadership skills, and help participants create clearer influence across teams, stakeholders, and complex work situations.

In roles that involve sensitive decisions, customer issues, risk matters, audit observations, recovery cases, or service challenges, leadership is not only about managing tasks. It requires the ability to guide people, make sound decisions, communicate direction, build accountability, and maintain confidence during pressure.

This two-day course focuses on practical leadership behavior, team guidance, decision-making confidence, accountability, and communication. It helps participants strengthen their ability to lead with clarity, support team performance, handle difficult situations, and create a more consistent leadership impact. The content is aligned with the course title High-Impact Leadership and the required focus on developing leadership capacity and leadership skills.

Course Objectives

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

- Strengthen leadership capacity in demanding business environments.
- Understand the behaviors that create high leadership impact.
- Communicate direction, expectations, and priorities more clearly.
- Build trust and confidence with team members and stakeholders.
- Guide teams through complex, sensitive, or high-pressure situations.
- Improve decision-making through clearer judgment and structured thinking.
- Develop stronger accountability within the team.
- Handle performance issues and difficult conversations with balance.
- Use feedback and coaching to improve team capability.
- Lead with consistency while maintaining professionalism and control.
- Improve follow-up discipline and ownership across work activities.
- Prepare a practical leadership action plan for daily workplace situations.



Course Outlines

Day 1: Leadership Presence, Direction, and Decision Confidence.

- Understanding high-impact leadership and its role in improving team performance.
- Identifying the difference between managing work and leading people.
- Building leadership presence through clarity, consistency, and credibility.
- Communicating expectations in a way that reduces confusion and repeated follow-up.
- Setting priorities when teams face pressure, sensitive cases, or competing demands.
- Using structured thinking to support better decisions.
- Balancing firmness and support when guiding team members.
- Building confidence during situations that require judgment, escalation, or careful handling.
- Practical exercise on turning unclear direction into clear leadership communication.
- Case discussion on leading a team through a complex workplace situation.

Day 2: Accountability, Coaching, and Leadership Impact.

- Building accountability through clear ownership, deadlines, and follow-up.
- Using coaching questions to develop team judgment and problem-solving.
- Giving feedback that improves behavior, performance, and responsibility.
- Handling difficult conversations without creating unnecessary tension.
- Managing resistance, hesitation, or low ownership within the team.
- Supporting team members while avoiding overdependence on the leader.
- Strengthening communication with stakeholders during sensitive issues.
- Creating a leadership rhythm for follow-up, review, and continuous improvement.
- Practical role-play on a leadership conversation involving performance or ownership.
- Final application on preparing a personal high-impact leadership action plan.

Why Attend This Course: Wins & Losses!

- Strengthen practical leadership capacity.
- Improve confidence in guiding teams through complex situations.
- Communicate priorities and expectations more clearly.
- Build stronger accountability and ownership within the team.
- Improve decision-making under pressure.
- Handle difficult conversations with more structure and professionalism.
- Support team development through coaching and feedback.
- Reduce confusion caused by unclear direction.
- Improve stakeholder confidence through consistent leadership behavior.
- Build a practical leadership approach that can be applied immediately.

Conclusion

The High Impact Leadership course provides a focused two-day framework for strengthening leadership capacity, improving leadership skills, and increasing positive influence in demanding workplace situations.



The first day focuses on leadership presence, clear direction, decision confidence, and the ability to guide people through pressure and complexity. The second day moves into accountability, coaching, feedback, difficult conversations, and building a practical leadership rhythm.

This course helps participants move from task-focused management to more effective leadership behavior. It supports clearer communication, stronger ownership, better judgment, and more consistent team performance.

By the end of the course, participants will be better prepared to lead with confidence, guide teams effectively, handle difficult situations professionally, and create stronger leadership impact in their daily work.

