BLACKBIRD FOR TRAINING

People Management & Improving Managerial Aspects Course

17 – 21 January 2027
Dubai (UAE)



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Why This Course

Managing people today requires more than assigning tasks and monitoring results. Teams are diverse, expectations are high, and change is constant. Managers are expected to lead with clarity, communicate with confidence, resolve challenges quickly, and keep performance on track—all while maintaining a positive and productive work environment.

Success in such an environment demands practical leadership skills, not just theory. Managers must know how to motivate individuals, handle difficult conversations, guide performance, and steer their teams through change without losing momentum.

This intensive 1-week program provides managers with the tools, techniques, and practical experience needed to lead effectively, strengthen team performance, and create lasting impact within their organizations.

What You'll Learn and Practice

By participating in this program, you will:

- Strengthen your leadership presence and communication effectiveness
- Apply structured approaches to performance management and employee development
- Resolve workplace conflicts with professionalism and confidence
- Lead change initiatives while maintaining team engagement
- Improve decision-making and problem-solving in managerial situations
- Build a work culture rooted in trust, accountability, and collaboration

The Program Flow

Day 1: Leadership Foundations for Modern Managers

- Leadership styles and their practical application
- Developing emotional intelligence in management
- Communicating with clarity and influence
- Building trust and credibility within teams



Day 2: Performance Management and Talent Development

- Setting clear goals and expectations
- Conducting effective performance reviews
- Delivering constructive and actionable feedback
- Creating development plans that support growth

Day 3: Conflict Resolution and Difficult Conversations

- Identifying sources of workplace conflict
- Practical conflict resolution techniques
- Managing difficult conversations with confidence
- Encouraging healthy and solution-focused dialogue

Day 4: Leading Change and Shaping Organizational Culture

- Planning and implementing change initiatives
- Managing resistance and maintaining engagement
- Cultivating a positive and high-performance culture
- Promoting inclusion and collaboration in the workplace

Day 5: Decision-Making, Problem-Solving, and Execution

- Structured decision-making frameworks
- Practical problem-solving methods
- Managing priorities and time effectively
- Delegating strategically and empowering teams

Individual Impact

Participants will leave the program with:

- Greater confidence in leading and motivating teams
- Stronger performance management and coaching skills
- Improved ability to manage conflict and challenging situations
- Clearer decision-making and problem-solving approaches
- Enhanced capability to lead change successfully

Organizational Impact

Organizations will benefit through:



- More engaged and productive teams
- Stronger managerial accountability and leadership consistency
- Improved performance management practices
- Reduced workplace conflict and communication breakdowns
- Smoother implementation of organizational change initiatives

Training Methodology

This program emphasizes hands-on learning through:

- Practical case studies and real workplace scenarios
- Interactive group discussions and peer learning
- Role-plays for conflict and performance conversations
- Leadership self-assessments and reflection exercises
- Applied problem-solving workshops

Beyond the Course

Upon completion, participants will be prepared to:

- Lead teams with clarity, confidence, and structure
- Manage performance in a consistent and results-driven way
- Address workplace challenges proactively
- Foster a culture of trust, collaboration, and accountability
- Contribute more effectively to organizational growth and stability

This program offers a structured and practical pathway for managers who want to elevate their leadership capabilities and drive meaningful results within their teams and organizations.

