Advanced Leadership Techniques for New Managers Course

26 – 30 July 2027
Düsseldorf (Germany)



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Why This Course

Stepping into a management role marks a pivotal transition—from executing tasks to leading people, making strategic decisions, and driving results. New managers must master the balance between leadership vision and operational execution while inspiring their teams toward shared goals.

The Advanced Leadership Development for New Managers Program is an intensive 1-week course designed to help emerging leaders accelerate their growth and effectiveness. Through a blend of theory, self-assessment, simulations, and real-world exercises, participants will gain the skills to lead with confidence, communicate with impact, and manage teams for high performance and innovation.

What You'll Learn and Practice

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

- Communicate strategically and build strong interpersonal relationships.
- Apply advanced leadership and decision-making techniques.
- Manage change and resolve conflicts with professionalism and confidence.
- Delegate effectively and enhance team performance.
- Foster innovation, accountability, and continuous improvement within their teams.

Program Flow

Day 1: 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 2: 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 3: 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 4: 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 5: 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.

Individual Impact

- Gain confidence in managing people, projects, and priorities effectively.
- Strengthen leadership presence, communication, and influence.
- Build advanced skills in strategic thinking and decision-making.
- Develop a personal leadership action plan for continued growth.

Organizational Impact

- Build a pipeline of capable and confident new leaders.
- Improve team productivity, engagement, and accountability.
- Strengthen adaptability and innovation within departments.
- Foster a leadership culture that supports organizational growth and excellence.

Training Methodology

This program combines experiential learning and practical application through:

- Real-world case studies and leadership simulations.
- Group discussions and peer learning sessions.
- Guided reflection and self-assessment exercises.



• Action-oriented workshops and coaching activities.

Beyond the Course

Upon completion, participants will return equipped with a powerful leadership toolkit—ready to inspire teams, navigate change, and make strategic decisions that drive organizational success. They will possess the confidence and competence to thrive as modern leaders in an evolving business environment.

