# Enhancing Supervisory Leadership: A Comprehensive Approach

21 – 25 June 2027
Bordeaux (France)



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## Why This Course

In today's dynamic workplace, effective supervision requires more than management know-how—it demands strong leadership, emotional intelligence, and strategic vision. Supervisors and mid-level managers are the vital link between organizational strategy and team execution. Their ability to communicate, motivate, and make sound decisions directly influences productivity and workplace culture.

The Supervisory Leadership and Strategic Management Program is an intensive 1-week workshop designed to help supervisors elevate their leadership impact. Through interactive sessions, case studies, and practical exercises, participants will master the skills needed to lead high-performing teams, handle challenges with confidence, and align team performance with organizational objectives.

## What You'll Learn and Practice

By completing this program, participants will be able to:

- Communicate effectively across diverse teams and work environments.
- Motivate and inspire employees toward achieving common goals.
- Resolve conflicts constructively and foster a collaborative culture.
- Apply strategic planning tools to enhance team and organizational outcomes.
- Strengthen decision-making and leadership presence in complex situations.

## Program Flow

### Day 1: Foundations of Supervisory Leadership

- Defining the supervisor's evolving role in modern organizations.
- Exploring leadership styles and understanding their influence on team dynamics.
- Building emotional intelligence for effective people management.
- Establishing trust, credibility, and authority.
- Workshop: Leadership self-assessment and style development plan.



## Day 2: Advanced Communication Skills

- Mastering active listening and giving constructive feedback.
- Navigating difficult conversations with confidence and empathy.
- Leveraging non-verbal communication and body language for impact.
- Enhancing presentation and public speaking skills for leadership.
- Exercise: Practicing persuasive communication in real-world scenarios.

## Day 3: Team Motivation and Performance Management

- Applying motivational theories in the workplace.
- Setting clear goals and communicating performance expectations.
- Conducting meaningful performance reviews and feedback sessions.
- Recognizing and rewarding performance to build engagement.
- Case Study: Designing a performance management and motivation plan.

## Day 4: Conflict Resolution and Problem-Solving

- Identifying and analyzing sources of team conflict.
- Applying mediation and negotiation techniques effectively.
- Encouraging creative problem-solving and shared accountability.
- Building a culture of trust, respect, and collaboration.
- Workshop: Role-play scenarios for conflict mediation and resolution.

## Day 5: Strategic Planning and Leadership in Action

- Developing and communicating a clear team vision and direction.
- Applying strategic thinking to team planning and execution.
- Leading teams through organizational change.
- Creating a personal leadership development plan for continued growth.
- Simulation: Designing a team strategy and presenting it to a leadership panel.

# Individual Impact

- Strengthen communication, motivation, and decision-making skills.
- Gain confidence in leading diverse teams and managing complex challenges.
- Build a personalized action plan for ongoing leadership growth.
- Improve your ability to align daily operations with strategic goals.

# Organizational Impact

- Enhance leadership effectiveness across supervisory levels.
- Foster stronger collaboration, engagement, and team productivity.
- Improve conflict management and workplace harmony.
- Build a pipeline of capable leaders equipped for organizational growth.



## Training Methodology

This program emphasizes experiential learning through:

- Interactive workshops and role-play exercises.
- Real-world case studies and leadership simulations.
- Peer collaboration and facilitated discussions.
- Personalized coaching and action planning for sustained development.

## Beyond the Course

Upon completion, participants will return ready to lead with clarity, confidence, and strategy. They will possess a practical leadership toolkit to enhance communication, boost motivation, and guide their teams toward lasting success.

