BLACKBIRD FOR TRAINING

The Essentials of Leadership and Management Masterclass

13 – 17 September 2027
Amsterdam (Netherlands)

UK Traininig
PARTNER



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Why This Course

As organizations grow and evolve, mid-level managers play a critical role in translating strategic direction into meaningful action. They are responsible not only for managing teams and processes, but also for inspiring people, navigating change, and supporting long-term organizational success. Developing strong leadership capabilities at this level is essential for building resilient and high-performing organizations.

This comprehensive 1-week program equips mid-level managers and aspiring leaders with the practical skills and mindset required to lead effectively. Through interactive discussions, practical exercises, and real-world examples, participants will strengthen their leadership style, improve team engagement, and develop strategies that support both operational performance and strategic growth.

What You'll Learn and Practice

By participating in this program, you will:

- Develop a strategic leadership mindset that supports organizational vision and goals.
- Strengthen communication skills to inspire and motivate diverse teams.
- Apply effective decision-making and problem-solving techniques.
- Learn how to guide teams through change and encourage innovation.
- Improve performance management and talent development practices.
- Build a leadership approach that enhances team engagement and productivity.

The Program Flow

Day 1: Foundations of Leadership

- Exploring different leadership styles and their influence on teams.
- Understanding the role of emotional intelligence in effective leadership.
- Building trust and credibility as a leader.
- Developing your personal leadership brand.

Day 2: Strategic Management

- Strengthening strategic thinking and planning skills.
- Applying structured decision-making frameworks.
- Assessing risks and managing uncertainties.
- Aligning team objectives with broader organizational goals.



Day 3: Team Leadership and Motivation

- Understanding team dynamics and stages of team development.
- Applying conflict resolution strategies to maintain collaboration.
- Coaching and mentoring team members for growth.
- Increasing employee engagement and motivation.

Day 4: Change Management and Innovation

- Leading teams through organizational change.
- Encouraging a culture that supports innovation and creativity.
- Addressing resistance to change effectively.
- Applying agile leadership principles in dynamic environments.

Day 5: Communication and Performance Management

- Developing effective communication strategies for leaders.
- Giving and receiving constructive feedback.
- Implementing performance evaluation methods.
- Supporting talent development and succession planning.

Individual Impact

- Build a clear and confident leadership style.
- Strengthen communication, decision-making, and leadership presence.
- Improve your ability to motivate and develop team members.
- Gain a practical leadership action plan for continuous growth.

Work Impact

- Enhance team collaboration, engagement, and performance.
- Improve alignment between team activities and organizational goals.
- Support smoother change initiatives and innovation efforts.
- Strengthen talent development and leadership capacity within the organization.

Training Methodology

This program blends conceptual learning with hands-on practice to ensure immediate application. Learning methods include:

- Interactive workshops and group discussions.
- Real-world case studies and leadership scenarios.
- Team exercises focused on communication and collaboration.
- Leadership self-assessments and reflection activities.
- Practical tools and frameworks for leadership and performance management.



Beyond the Course

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

- Lead teams with greater confidence and clarity.
- Apply strategic thinking to everyday management decisions.
- Motivate employees and strengthen team performance.
- Contribute effectively to organizational growth and leadership development.

