BLACKBIRD FOR TRAINING

Leadership Development and Preparation Training Program

9 – 13 August 2027
Orlando, Florida (USA)

UK Traininig
PARTNER



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Why This Course

Effective leadership is one of the strongest drivers of team performance, organizational growth, and workplace culture. In today's dynamic business environment, leaders are expected to communicate clearly, make sound decisions, motivate diverse teams, manage change, and create direction even when situations are uncertain.

Leadership is not limited to position or authority. It is a practical set of behaviors, skills, and mindsets that can be developed through self-awareness, emotional intelligence, strategic thinking, and consistent action. Strong leaders build trust, inspire people, solve problems, and help organizations move forward with confidence.

This comprehensive 1-week leadership development program is designed to equip participants with essential leadership skills and strategies. Through interactive sessions, self-assessments, real-world scenarios, practical exercises, and action planning, participants will strengthen their ability to lead teams, make strategic decisions, and contribute to organizational success.

What You'll Learn and Practice

By joining this program, you will:

- Understand key leadership styles, theories, and practical leadership behaviors.
- Assess your current leadership strengths and development areas.
- Develop a clear leadership mindset, style, and personal vision.
- Apply ethical decision-making in leadership situations.
- Communicate with greater clarity, confidence, and influence.
- Use active listening and feedback techniques to improve relationships.
- Resolve conflict and negotiate more effectively.
- Build rapport, trust, and influence with others.
- Create and lead high-performing teams.
- Apply delegation, empowerment, motivation, and inclusion strategies.
- Strengthen strategic thinking, problem-solving, and decision-making skills.
- Use data and risk assessment to support better decisions.
- Lead change, overcome resistance, and encourage innovation.
- Build resilience and adaptability as a leader.



The Program Flow

Day 1: Foundations of Leadership

- Understanding leadership styles and theories.
- Exploring the difference between management and leadership.
- Self-assessment and personal leadership inventory.
- Developing a leadership mindset.
- Identifying personal values, strengths, and leadership priorities.
- Ethical leadership and decision-making.
- Practical exercise: Creating a personal leadership profile.

Day 2: Communication and Interpersonal Skills

- Effective communication strategies for leaders.
- Communicating expectations, priorities, and vision clearly.
- Active listening and feedback techniques.
- Building rapport and influencing others.
- Conflict resolution and negotiation skills.
- Managing difficult conversations with professionalism.
- Role play: Practicing a leadership communication scenario.

Day 3: Team Building and Motivation

- Creating and leading high-performance teams.
- Understanding team dynamics, trust, and collaboration.
- Delegation and empowerment strategies.
- Motivating and inspiring team members.
- Managing diversity and inclusion in teams.
- Building accountability and shared ownership.
- Workshop: Designing a team motivation and engagement plan.

Day 4: Strategic Thinking and Decision Making

- Developing strategic vision and goals.
- Connecting team priorities with organizational direction.
- Critical thinking and problem-solving techniques.
- Risk assessment and risk management.
- Data-driven decision-making.
- Evaluating options and making confident leadership decisions.
- Practical exercise: Applying a decision-making framework to a business challenge.



Day 5: Leading Change and Innovation

- Understanding organizational change processes.
- The leader's role in guiding people through transition.
- Overcoming resistance to change.
- Fostering innovation and creativity.
- Developing resilience and adaptability.
- Building a personal leadership development plan.
- Final activity: Presenting a leadership action plan for continued growth.

Individual Impact

- Strengthen confidence in your leadership ability and personal style.
- Improve communication, feedback, and interpersonal effectiveness.
- Build stronger decision-making and problem-solving capabilities.
- Enhance emotional intelligence and self-awareness.
- Improve your ability to motivate, influence, and develop others.
- Create a personalized leadership development plan for continued growth.

Work Impact

- Improve team performance, engagement, and collaboration.
- Strengthen communication and trust across teams.
- Support better decision-making and strategic alignment.
- Improve conflict resolution and workplace relationships.
- Build stronger readiness for change and innovation.
- Support a leadership culture focused on accountability, inclusion, and continuous improvement.

Training Methodology

This program uses a practical, interactive, and reflection-based approach to help participants develop leadership behaviors they can apply immediately. Learning methods include:

- Interactive discussions and guided facilitation.
- Leadership style self-assessments.
- Real-world leadership case studies.
- Communication, feedback, and conflict resolution role plays.
- Team building and motivation exercises.
- Strategic thinking and decision-making activities.
- Change leadership and innovation workshops.
- Peer feedback, facilitator coaching, and personal action planning.



Beyond the Course

Upon completion, participants will be equipped to lead with greater confidence, clarity, and purpose. They will return ready to:

- Apply a personal leadership style and vision.
- Communicate more effectively with teams and stakeholders.
- Build and lead high-performing teams.
- Make stronger strategic decisions.
- Manage conflict and workplace challenges professionally.
- Lead change and innovation with resilience and confidence.

