BLACKBIRD FOR TRAINING

Authentic Leadership Development

29 March – 2 April 2027
Paris (France)



Authentic Leadership Development

Ref: 328865_231143 **Date:** 29 March – 2 April 2027 **Location:** Paris (France) **Fees:** 5200 GBP

Why This Course

In an era of uncertainty, transformation, and transparency, leaders are expected to be more than just decision-makers — they must be genuine, self-aware, and purpose-driven. Authentic Leadership Development helps leaders discover and refine their personal leadership identity, build trust, and inspire others through integrity, empathy, and consistent values.

This program combines leadership psychology, emotional intelligence, and reflective practice to cultivate authentic, resilient, and ethical leaders. Participants will learn how to lead with purpose, align actions with values, and create meaningful connections that foster engagement, trust, and long-term organizational success.

What You'll Learn and Practice

By joining this program, you will:

- Understand the foundations and principles of authentic leadership.
- Explore personal values, motivations, and leadership purpose.
- Strengthen self-awareness, emotional intelligence, and ethical decision-making.
- Build trust and credibility through transparent communication.
- Learn to lead with empathy, courage, and consistency.
- Develop a personalized leadership development plan grounded in authenticity.

The Program Flow

Day 1: The Essence of Authentic Leadership

- The evolution of leadership — from authority to authenticity.
- The four pillars of authentic leadership: self-awareness, balance, transparency, and ethics.
- The business case for authenticity in modern organizations.
- Case study: how authentic leaders build trust and drive transformation.

Day 2: Self-Awareness and Emotional Intelligence

- Understanding your leadership identity and personal story.
- Emotional intelligence and its link to authenticity and influence.
- Identifying strengths, blind spots, and growth opportunities.
- Workshop: self-assessment and 360° feedback for personal insight.



Day 3: Leading with Purpose and Values

- Aligning personal values with organizational mission.
- The role of purpose in leadership motivation and resilience.
- Balancing authenticity with adaptability in complex environments.
- Practical exercise: crafting a personal leadership purpose statement.

Day 4: Building Trust, Empathy, and Connection

- Communicating with honesty, empathy, and clarity.
- Building psychological safety and inclusive team environments.
- Managing difficult conversations with authenticity and respect.
- Group activity: trust-building and authentic communication simulation.

Day 5: Sustaining Authentic Leadership in Practice

- Leading ethically and making values-based decisions.
- Maintaining authenticity under pressure and organizational politics.
- Coaching and mentoring others toward authentic leadership.
- Action workshop: developing a Personal Authentic Leadership Roadmap.

Individual Impact

- Deepen self-awareness and emotional intelligence for genuine leadership.
- Strengthen personal integrity, purpose, and credibility.
- Gain confidence in leading authentically across all situations.
- Develop the mindset and discipline for values-based decision-making.

Work Impact

- Build organizational cultures of trust, inclusion, and accountability.
- Enhance employee engagement, retention, and performance through authentic leadership.
- Strengthen leadership pipelines based on integrity and emotional intelligence.
- Create sustainable leadership impact aligned with organizational values.

Training Methodology

This program blends leadership science, self-reflection, and experiential learning to ensure lasting transformation. Learning methods include:

- Guided self-assessments and emotional intelligence diagnostics.
- Interactive workshops on trust, ethics, and communication.
- Real-world leadership simulations and case discussions.
- Peer coaching and facilitated reflection sessions.
- Toolkits and templates for ongoing personal development.



Beyond the Course

Upon completion, participants will be equipped to lead authentically — grounded in self-awareness, guided by values, and committed to meaningful impact. They will leave ready to inspire trust, empower others, and create leadership legacies built on integrity and purpose.

