

A VISIBLE, FELT, AND EFFECTIVE LEADERSHIP STYLE



GENTEX[®]
TRAINING CENTER



Introduction

Leadership that nobody notices rarely changes anything, and leadership that is seen but not felt builds no trust. The A Visible, Felt, and Effective Leadership Style Training Course develops a leadership presence that people see, experience, and respond to. Participants learn to define their own leadership style, communicate it consistently, and make decisions in ways others can follow. Furthermore, the course covers visibility practices, emotional intelligence, and the daily habits that build credibility. In addition, it addresses feedback, recognition, and handling difficult moments well. As a result, participants return with a style that is authentic to them and effective with the people they lead.

A Visible, Felt, and Effective Leadership Style Course Objectives

- Define a personal leadership style grounded in values and strengths.
- Apply situational leadership to match style to team and task needs.
- Build visibility through deliberate presence, meetings, and workplace routines.
- Apply emotional intelligence to read and respond to team signals.
- Communicate vision, expectations, and standards consistently.
- Make and explain decisions so others can follow and trust them.
- Give feedback, recognition, and correction in a way people accept.
- Handle conflict, pressure, and difficult conversations with composure.
- Build trust and psychological safety within the team.
- Measure leadership impact through team and stakeholder indicators.

Course Methodology

- Instructor-led sessions linking leadership theory to daily practice.

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- Structured self-assessment and personal leadership style profiling.
- Case studies of visible and invisible leadership in real organisations.
- Role-play exercises on communication, feedback, and difficult moments.
- Group workshops building a personal leadership practice plan.
- Continuous knowledge checks and a final assessed leadership project.

Who Should Take This Course

- Newly appointed managers and team leaders.
- Middle managers and department heads.
- Supervisors moving from technical to people leadership.
- Project managers leading mixed teams.
- High-potential staff preparing for leadership roles.
- Senior professionals seeking to strengthen personal presence.

A Visible, Felt, and Effective Leadership Style Course Outlines

Day 1: Defining Your Leadership Style

- Leadership versus management: what leaders actually do.
- Values, strengths, and personal leadership identity.
- Leadership styles: directive, coaching, supportive, and delegating.
- The situational leadership model in daily decisions.
- Common leadership derailers and blind spots.
- Aligning style with organisational culture and expectations.
- Workshop: building a personal leadership style profile.





Day 2: Being Visible and Present

- Why visibility builds credibility faster than authority.
- Walking the floor, attending meetings, and engaging informally.
- Communicating vision, priorities, and standards consistently.
- Using Microsoft Teams and internal channels for clear messaging.
- Managing your own presence under pressure and in public.
- Consistency between what you say and what you do.
- Workshop: planning a one-month visibility routine.

Day 3: Being Felt Emotional Intelligence and Trust

- Emotional intelligence: self-awareness, self-regulation, empathy, motivation.
- Reading team mood and early signs of disengagement.
- Building psychological safety and openness to bad news.
- Active listening and questioning techniques.
- Recognition practices that genuinely motivate people.
- Rebuilding trust after a mistake or a difficult period.
- Workshop: running a trust-building team conversation.

Day 4: Being Effective Communication and Decisions

- Communicating decisions so people understand the reasoning.
- Frameworks for faster, better decisions under time pressure.
- Delegation with clear authority and accountability.
- Feedback models: SBI (Situation, Behaviour, Impact) and structured review.
- Handling difficult conversations and performance gaps.

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- Managing conflict between team members constructively.
- Workshop: delivering feedback and a difficult message.

Day 5: Sustaining Impact and Leading Change

- Kotter's eight-step change model applied to team-level change.
- Building a case for change and addressing resistance.
- Measuring leadership impact with team engagement and delivery KPIs.
- Personal resilience, energy management, and workload control.
- Building successors and developing team capability.
- Creating a personal leadership development plan.
- Workshop: presenting a leadership practice and impact plan.

Conclusion

By successfully completing the A Visible, Felt, and Effective Leadership Style Training Course, participants will have acquired the knowledge to define an authentic leadership style, build visibility through consistent daily habits, apply emotional intelligence to build trust, and communicate decisions that people accept and follow. They will also gain the ability to give feedback, handle difficult conversations, and lead change at team level. Furthermore, the course prepares leaders to sustain impact through measurable results. Gentex Training Center delivers this programme with a strong emphasis on practical, workplace-ready leadership practice.

FAQs





Q1 What is the "A Visible, Felt, and Effective Leadership Style" course about?

It is a practical programme on developing a leadership presence people notice and trust. It covers defining a personal leadership style, situational leadership, deliberate visibility, emotional intelligence, consistent communication, decision-making, feedback and recognition, difficult conversations, and leading team-level change.

Q2 What are the key benefits of the "A Visible, Felt, and Effective Leadership Style" course?

Participants gain a leadership style that fits who they are, which makes their behaviour consistent and predictable for their teams. The course improves trust and openness, raises engagement, reduces avoidable conflicts, strengthens the quality of decisions and feedback, and increases the leader's credibility with senior management.

Q3 What skills will I gain from the "A Visible, Felt, and Effective Leadership Style" course?

Personal leadership style definition and situational leadership; deliberate visibility and consistent communication; emotional intelligence and trust building; and feedback, decision-making and difficult conversation handling.



Q4 What tools, methods, or standards are covered in the "A Visible, Felt, and Effective Leadership Style" course?

The course covers personal leadership style profiling, the situational leadership model, emotional intelligence frameworks, the SBI (Situation, Behaviour, Impact) feedback model, structured review formats, decision-making frameworks, recognition practices, psychological safety concepts, Kotter's eight-step change model, and team engagement KPIs.

Q5 How is the "A Visible, Felt, and Effective Leadership Style" course applied in real-world practice?

Graduates apply it by running a deliberate visibility routine, communicating priorities consistently in meetings and on Teams, and reading their team's mood before problems escalate. They also give clear feedback, explain decisions with reasoning, handle conflicts early, recognise good work, and track engagement and delivery measures over time.