

AUTHENTIC LEADERSHIP



GENTEX[®]

TRAINING CENTER



Introduction

Leaders lose credibility fastest when their words and behaviour do not match. The Authentic Leadership Training Course builds the self-awareness and consistency that make a leader believable over time. Participants learn to identify their own values and strengths, lead from them openly, and stay the same person under pressure as in calm moments. Furthermore, the course covers relational transparency, balanced processing of information, and ethical decision-making. In addition, it addresses vulnerability, feedback, and building trust through honesty. As a result, participants return able to lead in a way that is genuinely theirs and trusted by their teams.

Authentic Leadership Course Objectives

- Define authentic leadership across self-awareness, transparency, balance, and ethics.
- Identify personal values, strengths, and leadership identity.
- Apply values-based decision-making to real management dilemmas.
- Build relational transparency through honest, consistent communication.
- Practise balanced processing by seeking disconfirming information.
- Apply emotional intelligence to self-regulation under pressure.
- Use the SBI model to give and receive honest feedback.
- Build trust through vulnerability, accountability, and follow-through.
- Handle ethical pressure and conflicting expectations with integrity.
- Build a personal authentic leadership development plan.

Course Methodology

- Instructor-led sessions combining authentic leadership theory with practice.
- Structured self-assessment, values clarification, and reflection exercises.
- Case studies of leaders whose authenticity built or damaged trust.

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- Role-play exercises on honest feedback, vulnerability, and ethical dilemmas.
- Group workshops building personal leadership statements and action plans.
- Continuous knowledge checks and a final assessed leadership project.

Who Should Take This Course

- Managers and team leaders at any level of experience.
- Senior professionals leading teams and functions.
- Newly appointed leaders establishing credibility.
- HR and organisational development professionals.
- Professionals leading change or transformation.
- High-potential staff preparing for leadership responsibility.

Authentic Leadership Course Outlines

Day 1: Foundations of Authentic Leadership

- What authentic leadership is and what it is not.
- The four pillars: self-awareness, relational transparency, balanced processing, moral perspective.
- Personal values, strengths, and leadership identity.
- The difference between authenticity and unfiltered self-expression.
- Common myths and misuses of the term.
- Assessing your own authentic leadership profile.
- Workshop: completing an authentic leadership self-assessment.

Day 2: Self-Awareness and Emotional Regulation



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- Knowing your triggers, patterns, and blind spots.
- Emotional intelligence: self-awareness, self-regulation, empathy, motivation.
- Managing reactions under pressure and provocation.
- Receiving criticism without defensiveness.
- Congruence between stated values and daily behaviour.
- Building habits that keep behaviour consistent.
- Workshop: mapping personal triggers and responses.

Day 3: Transparency, Trust, and Honest Communication

- Relational transparency: saying what you mean clearly and kindly.
- Sharing appropriate information without losing authority.
- Admitting mistakes and owning outcomes.
- Vulnerability as a strength rather than a weakness.
- Giving honest feedback using the SBI model.
- Building trust through consistency and follow-through.
- Workshop: holding an honest and difficult conversation.

Day 4: Balanced Processing and Ethical Judgement

- Seeking disconfirming evidence and inviting challenge.
- Avoiding confirmation bias in leadership decisions.
- Transparency about how decisions are made.
- Ethical frameworks for conflicting stakeholder expectations.
- Handling pressure to compromise standards.
- Holding others to ethical standards fairly.
- Workshop: working through an ethical leadership dilemma.





Day 5: Leading Authentically and Sustaining Trust

- Leading change while staying consistent with your values.
- Building a team culture of honesty and psychological safety.
- Coaching others toward authentic leadership practice.
- Handling criticism, scrutiny, and reputational pressure.
- Personal resilience and long-term integrity habits.
- Building a personal authentic leadership development plan.
- Workshop: presenting a personal leadership statement and plan.

Conclusion

By successfully completing the Authentic Leadership Training Course, participants will have acquired the knowledge to lead from clear personal values, communicate transparently, process information without bias, and hold ethical standards under pressure. They will also gain the ability to give honest feedback, admit mistakes without losing authority, and build lasting trust with their teams. Furthermore, the course prepares leaders to stay consistent when circumstances make that difficult. Gentex Training Center delivers this programme with a strong emphasis on practical, workplace-ready authentic leadership practice.

FAQs

Q1 What is the "Authentic Leadership" course about?

It is a practical programme on leading from genuine values with consistency and integrity. It covers the four pillars of authentic leadership, personal values and self-awareness, emotional regulation, relational transparency, balanced processing of information, ethical judgement, honest feedback, and trust building.



Q2 What are the key benefits of the "Authentic Leadership" course?

Participants gain credibility that holds up over time, which makes their teams more willing to raise problems early and follow direction. The course reduces the gap between stated values and actual behaviour, improves honesty in feedback, strengthens ethical decision-making, and lowers the reputational risk of inconsistent leadership.

Q3 What skills will I gain from the "Authentic Leadership" course?

Self-awareness and values-based leadership; emotional regulation and consistent behaviour under pressure; transparent communication and honest feedback delivery; and balanced processing, ethical judgement and trust building.

Q4 What tools, methods, or standards are covered in the "Authentic Leadership" course?

The course covers the four pillars of authentic leadership, values clarification exercises, emotional intelligence frameworks, the SBI feedback model, balanced processing techniques for seeking disconfirming evidence, ethical decision-making frameworks for conflicting stakeholder expectations, trust-building practices through consistency and follow-through, and structured reflection and self-assessment tools.



Q5 How is the "Authentic Leadership" course applied in real-world practice?

Graduates apply it by leading meetings from clearly stated values, explaining how decisions were reached, and admitting errors without defensiveness. They also invite challenge rather than avoiding it, give honest feedback using a structured format, hold difficult conversations early, and keep promises so that their teams can rely on what they say.