

DYNAMICS OF LEADERSHIP



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Introduction

Dynamics of Leadership examines what actually happens between leaders, teams, and systems when authority meets resistance, change, or pressure. Leadership is not a fixed trait but a set of interactions that shift with context, culture, and circumstance. This Dynamics of Leadership Training Course explores those interactions directly. Participants study power and influence, team development, group dynamics, motivation, conflict, and the psychology of followership. Furthermore, the course covers emotional intelligence, trust formation, and how leaders respond under uncertainty. It also addresses how organizational culture shapes leadership behaviour and how leaders reshape it in return. As a result, participants leave with a clearer reading of the forces at work in any leadership situation.

Dynamics of Leadership Course Objectives

- Apply leadership theories to real organizational and team dynamics.
- Analyze power, authority, and influence using French and Raven's five bases of power.
- Understand followership and why people commit, comply, or resist.
- Develop teams through Tuckman's stages of group development.
- Build emotional intelligence using the Goleman framework.
- Apply situational leadership to changing team conditions.
- Analyse group dynamics including conformity, groupthink, and social loafing.
- Manage conflict using ThomasKilmann conflict modes.
- Build trust and psychological safety in teams.
- Lead change using Kotter's eight steps and the ADKAR model.

Course Methodology

The course applies interactive, practice-based methods:



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- Facilitated workshops on live leadership dynamics.
- Group dynamic exercises observed and debriefed.
- Role-play of influence, conflict, and change conversations.
- Case studies of leadership success and failure.
- Self-assessment of leadership style and emotional intelligence.
- Action planning that converts each insight into a leadership practice.

Who Should Take This Course

- Team leaders, supervisors, and managers.
- Executives and senior managers.
- HR and organizational development professionals.
- Project and change managers.
- Consultants and internal facilitators.
- Professionals preparing for leadership roles.

Dynamics of Leadership Course Outlines

Day 1: Foundations of Leadership Dynamics

- Defining leadership dynamics and their components.
- Reviewing trait, behavioural, and contingency theories.
- Applying transformational and transactional leadership models.
- Understanding the leadership context: culture, structure, and systems.
- Distinguishing leadership, management, and authority.
- Assessing your leadership dynamics profile.
- Identifying recurring patterns in your team.





Day 2: Power, Influence, and Followership

- Applying French and Raven's five bases of power.
- Using Cialdini's principles of influence ethically.
- Understanding followership styles and commitment levels.
- Building credibility and trust with teams.
- Influencing without formal authority.
- Managing upward relationships and stakeholder expectations.
- Practising influence scenarios in role-play.

Day 3: Group Dynamics and Team Development

- Applying Tuckman's stages of group development.
- Recognizing conformity, groupthink, and social loafing.
- Building psychological safety using Edmondson's framework.
- Developing emotional intelligence with the Goleman framework.
- Applying situational leadership to team readiness levels.
- Motivating teams using Herzberg's and self-determination theories.
- Diagnosing team dynamics in a live exercise.

Day 4: Conflict, Change, and Culture

- Managing conflict with ThomasKilmann conflict modes.
- Mediating disputes and repairing relationships.
- Leading change with Kotter's eight steps and the ADKAR model.
- Understanding organizational culture with Schein's three levels.
- Managing resistance and loss during transition.

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- Building resilience and wellbeing in teams under pressure.
- Planning a change intervention.

Day 5: Leadership Presence, Ethics, and Sustaining Practice

- Building leadership presence and communication impact.
- Applying ethics and values in leadership decisions.
- Practising reflective leadership and self-awareness.
- Seeking feedback and building a leadership development network.
- Handling difficult leadership moments with composure.
- Reviewing leadership dynamics in your own context.
- Finalizing a personal leadership dynamics action plan.

Conclusion

By successfully completing Dynamics of Leadership, participants will have acquired practical knowledge of power and influence, followership, group dynamics, emotional intelligence, conflict, culture, and change leadership. They will have gained skills in leadership influence, team dynamics diagnosis, conflict and change leadership, and emotional intelligence practice, plus a personal action plan. Gentex Training Center designed this program to help leaders read situations accurately and respond well.

FAQs





Q1 What is the "Dynamics of Leadership" course about?

It examines how leadership actually operates between people and systems. Participants study power and influence, followership, group dynamics, emotional intelligence, conflict management, organizational culture, and leading change under uncertainty.

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

Participants gain a sharper read of team and organizational behaviour, better influence with peers and senior stakeholders, and more confident handling of conflict and change. Teams also experience stronger trust, clearer commitment, and less unproductive friction.

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

You will develop four core skills: leadership influence and power analysis, team dynamics diagnosis and development, conflict and change leadership, and emotional intelligence and trust building.

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

The course covers French and Raven's five bases of power, Cialdini's principles of influence, Tuckman's stages of group development, Edmondson's psychological safety framework, Goleman's emotional intelligence framework, Goleman's six leadership styles, situational leadership, ThomasKilmann conflict modes, Schein's three levels of culture, Kotter's eight steps, and the ADKAR model.



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

Participants apply the methods to live leadership situations, such as diagnosing a team's development stage, influencing a peer without authority, mediating a dispute, and leading a change rollout. Each module ends with an action commitment, so learning transfers directly into daily leadership practice.