

LEADERSHIP BOOTCAMP



GENTEX[®]

TRAINING CENTER



Introduction

Leadership Bootcamp Training Course gives managers an intensive, practice-driven start in leading people. Bootcamp formats work because they compress learning into repeated cycles of instruction, practice, and feedback. Participants spend most of their time applying skills rather than listening to theory. This program covers the core capabilities every leader needs: setting direction, communicating clearly, delegating, giving feedback, coaching, handling conflict, and managing performance. As a result, learners leave with habits they have already tested in a safe setting. Furthermore, the course builds confidence and personal presence, so new leaders can act decisively from their first week.

Leadership Bootcamp Course Objectives

- Define personal leadership values and a working leadership philosophy.
- Apply the situational leadership model to match style with readiness.
- Communicate with clarity using structured briefing techniques.
- Run effective one-to-one meetings and team briefings.
- Delegate using the five levels of delegation with clear ownership.
- Deliver feedback with the SBI and DESC frameworks.
- Coach team members using the GROW model.
- Set SMART objectives and track progress with simple measures.
- Manage conflict using the Thomas-Kilmann conflict model.
- Build personal resilience and manage leadership pressure.

Course Methodology

- Intensive practice cycles: brief, apply, review, repeat.
- Role-play of one-to-ones, feedback, and conflict scenarios.
- Real-time coaching from facilitators during exercises.

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Info@gentextraining.com



- Group drills in delegation and goal setting.
- Case studies from frontline and project teams.
- Simulation of performance and motivation challenges.
- Peer feedback rounds and a personal leadership commitment plan.

Who Should Take This Course

- Newly appointed managers and team leaders.
- Supervisors stepping up to management.
- Technical specialists moving into leadership.
- Team leads in service, retail, and operations.
- Project leads managing small teams.
- High-potential employees preparing for leadership.
- Small business owners leading their first teams.

Leadership Bootcamp Course Outlines

Day 1: Leadership Foundations and Personal Presence

- Defining leadership and management in daily practice.
- Leadership values, philosophy, and personal standards.
- Situational leadership and readiness levels.
- Building credibility and executive presence.
- Managing time and priorities with the Eisenhower matrix.
- Common mistakes of new leaders and how to avoid them.
- Drill: delivering a short team briefing.





Day 2: Communication and One-to-Ones

- Communication styles and adapting the message.
- Active listening, questioning, and clarifying techniques.
- Structuring effective one-to-one meetings.
- Running team briefings and shift huddles.
- Written communication essentials for leaders.
- Giving feedback with the SBI and DESC frameworks.
- Role-play: a structured one-to-one conversation.

Day 3: Delegation, Objectives, and Follow-Through

- Why delegation fails and how to prevent it.
- The five levels of delegation and task ownership.
- Setting SMART objectives and clear success criteria.
- Tracking progress with simple performance measures.
- Following up without micromanaging.
- Building accountability through the RACI matrix.
- Drill: delegating a task end to end.

Day 4: Coaching, Motivation, and Difficult Conversations

- Coaching versus instructing versus mentoring.
- Coaching with the GROW model.
- Motivation drivers and recognition practices.
- Preparing for difficult conversations.

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- Managing emotion and staying constructive.
- Handling underperformance with improvement plans.
- Role-play: a difficult performance conversation.

Day 5: Conflict, Pressure, and Leadership Growth

- Sources of workplace conflict and early signals.
- Conflict approaches with the Thomas-Kilmann model.
- Managing pressure and personal resilience.
- Team development stages and the Tuckman model.
- Coaching your own development with reflection routines.
- Building a personal leadership commitment plan.
- Capstone: presenting a 90-day leadership plan.

Conclusion

By successfully completing Leadership Bootcamp Training Course, participants will have acquired the knowledge to set direction clearly, communicate and give feedback effectively, delegate with ownership, coach their teams, handle conflict and difficult conversations, and manage pressure with composure. They will also understand how to build consistent leadership habits through reflection and practice. Gentex Training Center delivers this program through intensive drills and expert coaching, so participants can lead confidently from day one.

FAQs for the Leadership Bootcamp course





Q1 What is the "Leadership Bootcamp" course about?

It is an intensive training program that builds core leadership skills through repeated practice. It covers leadership style, communication, one-to-ones, delegation, objectives, feedback, coaching, conflict handling, and personal resilience.

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

Participants gain tested habits rather than theory alone, stronger confidence in people conversations, and immediate tools for daily leadership. Organizations benefit from faster readiness in new managers, more consistent team leadership, and fewer avoidable people problems.

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

Participants build leadership style and communication, delegation and objective setting, feedback, coaching, and difficult conversations, and conflict handling, accountability, and personal resilience.

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

The course covers situational leadership, the Eisenhower matrix, SMART objectives, the five levels of delegation, the RACI matrix, the SBI and DESC feedback frameworks, the GROW coaching model, the Thomas-Kilmann conflict model, and the Tuckman team stages.



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

Learners apply it by running scheduled one-to-ones, briefing their teams concisely, delegating with clear ownership levels, tracking simple objectives, coaching team members through obstacles, and addressing conflict before it escalates.