

LEADERSHIP SPRINT



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TRAINING CENTER



Introduction

Leadership Sprint Training Course delivers leadership development in short, focused bursts of practice rather than long theory sessions. Sprint formats work because leaders learn faster when they apply a skill, receive feedback, and refine it within the same session. This program covers the essentials every leader needs: direction setting, clear communication, delegation, feedback, coaching, and difficult conversations. Each block ends with something participants can use the next working day. As a result, learners build momentum quickly and finish with habits already tested. Furthermore, the course builds personal confidence and a practical leadership toolkit they can keep improving.

Leadership Sprint Course Objectives

- Define personal leadership values and a working leadership approach.
- Apply the situational leadership model to match style with readiness.
- Communicate with clarity in briefings and one-to-one meetings.
- Delegate using the five levels of delegation and the RACI matrix.
- Set SMART objectives and track progress with simple measures.
- Deliver feedback with the SBI and DESC frameworks.
- Coach team members using the GROW model.
- Handle difficult conversations and underperformance constructively.
- Manage conflict using the Thomas-Kilmann conflict model.
- Build personal resilience and manage leadership pressure.

Course Methodology

- Short sprint cycles: attempt, review, adjust, repeat.
- Role-play of one-to-ones, feedback, and conflict scenarios.
- Live coaching from facilitators after each practice round.

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- Group drills in delegation and objective setting.
- Case studies from frontline, service, 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 into management responsibility.
- Technical specialists moving into leadership roles.
- Team leads in service, retail, and operations.
- Project leads coordinating small teams.
- High-potential employees preparing for leadership.
- Small business owners leading their first teams.

Leadership Sprint Course Outlines

Day 1: Leadership Foundations and Personal Approach

- Defining leadership and management in daily work.
- Leadership values, philosophy, and behavioural standards.
- Situational leadership and readiness levels.
- Building credibility and quiet confidence.
- Prioritising with the Eisenhower matrix.
- Common mistakes of new leaders and how to avoid them.
- Sprint: delivering a two-minute team briefing.





Day 2: Clear Communication and One-to-Ones

- Communication styles and adapting the message.
- Active listening, questioning, and clarifying.
- Structuring effective one-to-one meetings.
- Running team briefings and stand-up meetings.
- Written communication essentials for leaders.
- Feedback with the SBI and DESC frameworks.
- Sprint: running a structured one-to-one.

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 with clear success criteria.
- Tracking progress with simple performance measures.
- Following up without micromanaging.
- Building accountability with the RACI matrix.
- Sprint: delegating a task from start to finish.

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 step by step.

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

Day 5: Conflict, Pressure, and Leadership Growth

- Sources of workplace conflict and early warning signs.
- Conflict approaches with the Thomas-Kilmann model.
- Managing pressure and personal resilience.
- Team development stages and the Tuckman model.
- Reflection routines for continuous improvement.
- Building a personal leadership commitment plan.
- Capstone: presenting a 90-day leadership plan.

Conclusion

By successfully completing Leadership Sprint 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 keep improving through short, repeated practice cycles. Gentex Training Center delivers this program through intensive sprints and expert coaching, so participants can lead confidently from day one.

FAQs for the Leadership Sprint course





Q1 What is the "Leadership Sprint" course about?

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

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

Participants gain usable habits quickly 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 Sprint" course?

Participants build leadership style and communication, delegation, objectives, and follow-through, feedback, coaching, and difficult conversations, and conflict handling, accountability, and personal resilience.

Q4 What tools, methods, or standards are covered in the "Leadership Sprint" 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 Sprint" course applied in real-world practice?

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