

LEADERSHIP TRAINING FOR MANAGERS



GENTEX[®]
TRAINING CENTER



Introduction

Leadership Training for Managers Training Course develops the leadership capability that separates managers who merely administer from managers who move people and results forward. Managers often arrive with strong technical or functional expertise but limited practice in leading teams, shaping direction, and holding difficult conversations. This program closes that gap systematically. It covers leadership style, planning, delegation, performance management, coaching, motivation, and change leadership. As a result, participants learn to set clear expectations, develop their people, and deliver results without relying on pressure. Furthermore, the course builds communication, decision-making, and accountability habits that sustain performance over time.

Leadership Training for Managers Course Objectives

- Distinguish leadership from management and apply both deliberately.
- Apply the transformational and situational leadership models.
- Set direction with vision statements and SMART objectives.
- Plan work with clear priorities using the Eisenhower matrix.
- Delegate using the five levels of delegation and the RACI matrix.
- Manage performance with appraisal reviews and improvement plans.
- Give feedback with the SBI and DESC frameworks.
- Coach team members using the GROW model.
- Build motivation using Herzberg and self-determination theory.
- Lead change with Kotter's eight steps and the ADKAR model.

Course Methodology

- Facilitated sessions built around real management situations.
- Self-assessment of leadership style and management habits.

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- Role-play of one-to-ones, appraisals, and feedback conversations.
- Group exercises in planning, delegation, and goal setting.
- Case studies from service, technical, and project environments.
- Simulation of team development and change scenarios.
- Peer coaching, reflection, and personal development planning.

Who Should Take This Course

- Newly appointed managers and team leaders.
- Experienced managers refreshing their practice.
- Technical experts moving into people management.
- Department and functional managers.
- Project and program managers leading teams.
- HR professionals supporting manager development.
- High-potential employees preparing for management.

Leadership Training for Managers Course Outlines

Day 1: Leadership, Management, and Personal Style

- Leadership versus management: tasks, people, and results.
- Transformational, transactional, and situational leadership models.
- Emotional intelligence basics for managers.
- Self-awareness and personal leadership presence.
- Time management with the Eisenhower matrix.
- Common pitfalls for new managers.
- Workshop: leadership style self-assessment.





Day 2: Direction, Planning, and Goal Setting

- Creating vision and mission statements for a team.
- Cascading organizational strategy into team objectives.
- Writing SMART objectives and key results.
- Action planning with simple project plans.
- Resource allocation and priority management.
- Tracking progress with performance measures.
- Workshop: building a team objective and action plan.

Day 3: Delegation, Communication, and Meetings

- Delegation principles and the five levels of delegation.
- Overcoming barriers to delegation.
- Accountability and the RACI matrix.
- Communication styles and adapting the message.
- Running effective team briefings and meetings.
- Managing hybrid and remote communication.
- Role-play: delegating with clear accountability.

Day 4: Performance Management and Development

- Conducting appraisal and performance reviews.
- Setting performance standards and success criteria.
- Giving feedback with SBI and DESC frameworks.
- Handling underperformance with improvement plans.
- Coaching with the GROW model.

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- Motivating through recognition and purpose.
- Role-play: a performance review conversation.

Day 5: Teams, Change, and Leadership Growth

- Team development stages and the Tuckman model.
- Building trust, cohesion, and psychological safety.
- Managing conflict with the Thomas-Kilmann model.
- Leading change with Kotter's eight steps and ADKAR.
- Building leadership depth and succession.
- Creating a personal development plan.
- Capstone: presenting a 90-day leadership action plan.

Conclusion

By successfully completing Leadership Training for Managers Training Course, participants will have acquired the knowledge to set direction, plan and delegate work, manage performance fairly, coach and develop their teams, motivate people, and lead change with proven frameworks. They will also understand how to balance people leadership with operational delivery in daily management. Gentex Training Center delivers this program through applied workshops and expert facilitation, so participants can lead with confidence from their first week.

FAQs for the Leadership Training for Managers course





Q1 What is the "Leadership Training for Managers" course about?

It is a training program that builds the leadership capabilities managers need alongside their operational duties. It covers leadership style, direction setting, planning, delegation, performance management, coaching, motivation, and change leadership.

Q2 What are the key benefits of the "Leadership Training for Managers" course?

Participants gain confidence in leading people, sharper planning and delegation habits, and fairer performance conversations. Organizations benefit from more consistent management standards, higher engagement, clearer accountability, and managers who develop their own successors.

Q3 What skills will I gain from the "Leadership Training for Managers" course?

Participants build leadership style and team direction, planning, delegation, and goal setting, performance management, feedback, and coaching, and motivation, team development, and change leadership.

Q4 What tools, methods, or standards are covered in the "Leadership Training for Managers" course?

The course covers transformational, transactional, and situational leadership models, the Eisenhower matrix, SMART objectives, OKRs, the five levels of delegation, the RACI matrix, the SBI and DESC feedback frameworks, the GROW coaching model, the Tuckman team stages, the Thomas-Kilmann conflict model, Kotter's eight steps, and the ADKAR model.



Q5 How is the "Leadership Training for Managers" course applied in real-world practice?

Learners apply it by cascading team objectives, delegating with clear ownership levels, running structured one-to-ones and briefings, conducting appraisals, coaching team members through obstacles, and leading change initiatives with a documented plan.