

LEADING BEYOND MANAGING



GENTEX[®]
TRAINING CENTER



Introduction

Leading Beyond Managing Training Course helps capable managers make the shift from running work to leading people. Managing keeps tasks, schedules, and standards under control; leading creates direction, commitment, and the conditions where people do their best work. Many strong managers stay stuck in the first mode because it feels safe and measurable. This program builds the second capability deliberately. It covers vision, influence, coaching, culture, and leading through ambiguity. As a result, participants learn to delegate control while keeping accountability, and to move from directing tasks to developing people. Furthermore, the course covers leading change, building trust, and creating leadership depth beneath them.

Leading Beyond Managing Course Objectives

- Distinguish managing work from leading people and apply both deliberately.
- Apply the transformational, servant, and situational leadership models.
- Create vision and purpose that teams commit to rather than comply with.
- Shift from directing tasks to setting direction and outcomes.
- Influence stakeholders using persuasion principles and reciprocity.
- Coach team members with the GROW model instead of instructing.
- Build trust and psychological safety within teams.
- Manage conflict with the Thomas-Kilmann conflict model.
- Lead change with Kotter's eight steps and the ADKAR model.
- Build leadership depth through succession and delegation of authority.

Course Methodology

- Facilitated sessions built around real leadership dilemmas.
- Self-assessment of management habits and leadership behaviour.

LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Role-play of coaching, influence, and difficult conversations.
- Case studies of managers who made or failed the leadership shift.
- Group exercises in vision building and culture design.
- Simulation of leading through ambiguity and change.
- Peer feedback, reflection, and a personal leadership shift plan.

Who Should Take This Course

- Experienced managers spanning both roles.
- Technical experts moving into leadership.
- Department and functional managers.
- Senior specialists leading projects.
- HR and organizational development professionals.
- Founders and business owners scaling teams.
- Executives building leadership depth.

Leading Beyond Managing Course Outlines

Day 1: The Shift from Managing to Leading

- Defining management and leadership clearly.
- Why strong managers plateau in the leading role.
- The leadership pipeline and its transitions.
- Transformational, servant, and situational leadership models.
- Managing versus leading behaviours in daily practice.
- Common traps: control, over-directing, and avoidance.
- Workshop: personal shift diagnostic.





Day 2: Direction, Purpose, and Influence

- Creating vision and purpose without slogans.
- Setting direction with SMART objectives and clear outcomes.
- The Pyramid Principle for clear strategic messages.
- Influence principles and ethical persuasion.
- Stakeholder mapping with the power-interest grid.
- Leading without relying on authority alone.
- Role-play: influencing a sceptical group.

Day 3: From Directing to Coaching and Delegating

- Coaching fundamentals and the coaching mindset.
- Coaching with the GROW model.
- Delegation with authority and the RACI matrix.
- Letting go of control while keeping accountability.
- Feedback with the SBI and DESC frameworks.
- Developing successors deliberately.
- Role-play: a coaching conversation with a capable team member.

Day 4: Trust, Culture, and Team Leadership

- The trust equation and credibility building.
- Psychological safety and the four stages model.
- Team development stages and the Tuckman model.
- Building culture through behaviour and rituals.
- Managing conflict with the Thomas-Kilmann model.

LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Motivation through autonomy, mastery, and purpose.
- Workshop: designing a team culture plan.

Day 5: Leading Change and Building Leadership Depth

- Leading change with Kotter's eight steps and the ADKAR model.
- Leading through ambiguity and incomplete information.
- Building a leadership bench through succession planning.
- Building a 9-box talent view of the team.
- Personal resilience and leadership presence.
- Creating a personal leadership development plan.
- Capstone: presenting a leadership shift roadmap.

Conclusion

By successfully completing Leading Beyond Managing Training Course, participants will have acquired the knowledge to create direction and purpose, influence rather than instruct, coach and delegate with confidence, build trust and a strong team culture, and lead change while developing leadership depth around them. They will also understand how to hold accountability without holding control. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping managers grow into leaders who are followed, not just obeyed.

FAQs for the Leading Beyond Managing course





Q1 What is the "Leading Beyond Managing" course about?

It is a training program that helps managers move from running work to leading people. It covers vision and purpose, influence, coaching, delegation with accountability, trust and culture, and change leadership.

Q2 What are the key benefits of the "Leading Beyond Managing" course?

Participants gain the ability to lead without controlling, stronger team commitment rather than compliance, and confidence in coaching and delegation. Organizations benefit from leaders who build capability, retain talent, and deliver results without constant oversight.

Q3 What skills will I gain from the "Leading Beyond Managing" course?

Participants build leadership direction and purpose setting, influence and stakeholder engagement, coaching, delegation, and feedback practice, and trust building, culture leadership, and change management.



Q4 What tools, methods, or standards are covered in the "Leading Beyond Managing" course?

The course covers the transformational, servant, and situational leadership models, the leadership pipeline model, SMART objectives, the Pyramid Principle, persuasion principles, the power-interest stakeholder grid, the GROW coaching model, the RACI matrix, the SBI and DESC feedback frameworks, the trust equation, the four stages of psychological safety, the Tuckman stages, the Thomas-Kilmann conflict model, the 9-box grid, Kotter's eight steps, and the ADKAR model.

Q5 How is the "Leading Beyond Managing" course applied in real-world practice?

Learners apply it by articulating team purpose, delegating decisions with clear boundaries, coaching team members instead of solving problems for them, building trust through consistent behaviour, and preparing successors for larger roles.