

MANAGERIAL LEADERSHIP PROGRAM: DEVELOP HIGH- IMPACT LEADERS



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TRAINING CENTER



Introduction

Managerial Leadership Program: Develop High-Impact Leaders Training Course prepares managers to lead with measurable influence rather than authority alone. High-impact leaders set direction clearly, take decisions that hold up, build commitment in others, and deliver results that last beyond their own tenure. Many competent managers plateau because they lead by position and habit rather than by method. This program replaces habit with disciplined practice. It covers strategic thinking, influence, coaching, performance leadership, and change. As a result, participants learn to align teams with strategy, develop successors, and act with integrity. Furthermore, the course covers resilience and leadership depth.

Managerial Leadership Program: Develop High-Impact Leaders Course Objectives

- Apply the transformational, servant, and situational leadership models.
- Build self-awareness through emotional intelligence assessments.
- Set direction with vision, mission, and SMART strategic objectives.
- Align team objectives with strategy using the Balanced Scorecard.
- Influence stakeholders using persuasion principles and the Pyramid Principle.
- Coach team members with the GROW model.
- Manage performance with appraisals, KPIs, and improvement plans.
- Give feedback with the SBI and DESC frameworks.
- Build trust and psychological safety within teams.
- Lead change with Kotter's eight steps and the ADKAR model.

Course Methodology

- Facilitated sessions built around live leadership dilemmas.

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- Diagnostic 360-degree style self-assessment and peer review.
- Role-play of influence, coaching, and performance conversations.
- Group exercises in strategy alignment and scorecard design.
- Case studies of high-impact and low-impact leadership careers.
- Simulation of a leadership review and change decision.
- Structured reflection and a personal leadership development plan.

Who Should Take This Course

- Managers and department heads at all levels.
- Business unit and functional leaders.
- High-potential employees in succession pipelines.
- Project and program managers leading teams.
- HR and organizational development professionals.
- Technical leaders moving into managerial roles.
- Executives building leadership depth beneath them.

Managerial Leadership Program: Develop High-Impact Leaders Course Outlines

Day 1: Leadership Foundations and Self-Awareness

- Defining high-impact leadership and its evidence base.
- Transformational, servant, and situational leadership models.
- Emotional intelligence and the four domains.
- Leadership style diagnostics and personal blind spots.
- Building credibility, presence, and personal standards.



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- Common reasons leaders plateau.
- Workshop: leadership self-assessment.

Day 2: Direction, Strategy, and Alignment

- Creating vision, mission, and strategic intent.
- Setting objectives with SMART goals and OKRs.
- The Balanced Scorecard and strategy maps.
- Cascading objectives without losing meaning.
- Resource choices and priority trade-offs.
- The Pyramid Principle for strategic communication.
- Workshop: aligning a team plan with strategy.

Day 3: Influence, Communication, and Stakeholders

- Sources of influence beyond job titles.
- Persuasion principles and evidence-based advocacy.
- Stakeholder mapping with the power-interest grid.
- Building coalitions across functions.
- Handling resistance and difficult conversations.
- Negotiating resources and priorities.
- Role-play: influencing a sceptical stakeholder group.

Day 4: Developing People and Leading Performance

- Coaching with the GROW model.
- Feedback with the SBI and DESC frameworks.
- Conducting appraisals and performance reviews.



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- Managing underperformance with improvement plans.
- Building trust and psychological safety.
- Succession planning with the 9-box grid.
- Role-play: a coaching and performance conversation.

Day 5: Change, Culture, and Leadership Growth

- Leading change with Kotter's eight steps and ADKAR.
- Team culture leadership through systems and rituals.
- Managing conflict with the Thomas-Kilmann model.
- Personal resilience and managing leadership pressure.
- Building a personal leadership development plan.
- Measuring leadership impact with engagement and performance data.
- Capstone: presenting a leadership impact roadmap.

Conclusion

By successfully completing Managerial Leadership Program: Develop High-Impact Leaders Training Course, participants will have acquired the knowledge to set strategic direction, align teams and resources, influence stakeholders without relying on authority, coach and develop their people, manage performance fairly, and lead change with proven frameworks. They will also understand how to build trust, resilience, and leadership depth. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping managers become leaders whose impact outlasts their tenure.





FAQs for the Managerial Leadership Program: Develop High-Impact Leaders course

Q1 What is the "Managerial Leadership Program: Develop High-Impact Leaders" course about?

It is a training program that develops managers into leaders with measurable influence. It covers leadership style and self-awareness, strategic direction, alignment, influence, coaching, performance leadership, and change.

Q2 What are the key benefits of the "Managerial Leadership Program: Develop High-Impact Leaders" course?

Participants gain a clearer leadership identity, stronger influence across the organisation, and practical methods for developing people. Organizations benefit from better strategic alignment, higher engagement, stronger succession strength, and leaders who deliver results that persist.

Q3 What skills will I gain from the "Managerial Leadership Program: Develop High-Impact Leaders" course?

Participants build leadership style and self-awareness, strategic direction and alignment, stakeholder influence and communication, and coaching, performance leadership, and change management.



Q4 What tools, methods, or standards are covered in the "Managerial Leadership Program: Develop High-Impact Leaders" course?

The course covers the transformational, servant, and situational leadership models, emotional intelligence frameworks, SMART goals and OKRs, the Balanced Scorecard, strategy maps, the Pyramid Principle, persuasion principles, the power-interest stakeholder grid, the GROW coaching model, the SBI and DESC feedback frameworks, the 9-box grid, the Thomas-Kilmann conflict model, Kotter's eight steps, and the ADKAR model.

Q5 How is the "Managerial Leadership Program: Develop High-Impact Leaders" course applied in real-world practice?

Learners apply it by aligning team objectives with strategy, presenting evidence-based cases to stakeholders, coaching and giving feedback to their teams, running structured appraisals, and leading change with adoption and benefit tracking.