

NEXT GENERATION LEADERSHIP



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TRAINING CENTER



Introduction

Leadership expectations have shifted. Teams now work across locations, generations, and technologies, and they expect clarity, purpose, and genuine development from their leaders. The Next Generation Leadership Course prepares emerging and established leaders for that reality. Participants learn how to lead hybrid teams, coach instead of command, build psychological safety, and drive change in uncertain conditions. Furthermore, the course covers digital fluency, ethical decision-making, and succession readiness for future leadership roles. As a result, delegates leave with a leadership approach that fits modern organisations and a personal development plan they can act on immediately.

Next Generation Leadership Course Objectives

- Apply situational leadership and the Goleman six leadership styles to real team situations.
- Build high-performing teams using Tuckman's stages of group development and psychological safety.
- Coach and develop talent using the GROW model and structured feedback frameworks.
- Lead hybrid and remote teams with clear operating rhythms and digital collaboration tools.
- Drive organisational change using Kotter's eight-step model and the ADKAR framework.
- Develop emotional intelligence in self-awareness, empathy, and self-regulation.
- Make ethical decisions using structured ethical decision-making frameworks.
- Apply agile leadership mindsets to fast-changing and uncertain environments.
- Build succession pipelines and talent development plans for critical roles.
- Manage stakeholder relationships and influence across organisational levels.

Course Methodology

- Interactive workshops led by senior leadership practitioners.

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- Case studies of leaders managing transformation and disruption.
- Role-play of coaching conversations, difficult feedback, and team briefings.
- Group exercises using leadership style diagnostics and team development models.
- Simulation of hybrid team leadership and virtual collaboration challenges.
- Peer coaching and structured 360-degree style feedback.
- Capstone project: presenting a personal leadership development plan.

Who Should Take This Course

- Emerging leaders and newly appointed managers.
- Middle managers preparing for senior responsibility.
- Team leaders and project leads in modern organisations.
- High-potential talent identified for succession.
- HR and talent development professionals.
- Senior specialists stepping into people leadership.

Next Generation Leadership Course Outlines

Day 1: Leadership Foundations for a Changing World

- Shifting expectations of leadership in modern organisations.
- Goleman's six leadership styles and when to use each.
- Situational leadership and adapting to team maturity.
- Self-awareness and leadership identity.
- Leadership values, purpose, and ethical foundations.
- Comparing command-and-control with modern leadership models.
- Exercise: leadership style self-assessment.





Day 2: Building and Developing High-Performing Teams

- Tuckman's stages: forming, storming, norming, performing.
- Building psychological safety and trust in teams.
- Setting team purpose, goals, and operating rhythms.
- Delegation, accountability, and empowerment practices.
- Coaching with the GROW model.
- Giving and receiving developmental feedback.
- Workshop: diagnosing a team's current stage.

Day 3: Leading Hybrid, Digital, and Distributed Teams

- Challenges of hybrid and remote team leadership.
- Designing communication practices for distributed teams.
- Digital collaboration tools and virtual meeting discipline.
- Managing performance in remote settings.
- Maintaining culture and belonging across locations.
- Digital fluency expectations for modern leaders.
- Simulation: leading a geographically dispersed team.

Day 4: Leading Change, Innovation, and Uncertainty

- Kotter's eight-step change model in practice.
- The ADKAR framework for individual change readiness.
- Responding to resistance and change fatigue.
- Agile leadership mindsets and adaptive decision-making.

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- Encouraging innovation and calculated risk-taking.
- Leading through crisis and ambiguity.
- Case exercise: leading a transformation initiative.

Day 5: Influence, Ethics, and Succession Leadership

- Influencing stakeholders without positional authority.
- Ethical decision-making frameworks under pressure.
- Building personal credibility and executive presence.
- Talent development and succession planning.
- Mentoring and sponsorship for future leaders.
- Creating a personal leadership development plan.
- Capstone project: presenting a leadership development roadmap.

Conclusion

By successfully completing Next Generation Leadership, participants will have acquired practical knowledge of modern leadership styles, team development, coaching, hybrid team management, and change leadership. They will understand how to build psychological safety, influence stakeholders, and develop future talent. In addition, they will gain confidence in making ethical decisions under pressure. Gentex Training Center builds this programme around live practice, so delegates return ready to lead teams, drive change, and grow the leaders who follow them.

FAQs





Q1 What is the "Next Generation Leadership" course about?

It prepares leaders for the demands of modern organisations, including hybrid teams, digital collaboration, and constant change. Participants learn leadership styles, team development, coaching, and change management. The course also covers ethics, influence, and talent development for future roles.

Q2 What are the key benefits of the "Next Generation Leadership" course?

It builds a leadership approach that fits hybrid and fast-changing workplaces, improving team engagement and retention. Participants gain practical coaching and change skills, greater emotional intelligence, and confidence in difficult decisions. Organisations benefit from stronger succession pipelines and more capable middle managers.

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

Participants gain adaptive leadership and situational decision-making, team development and coaching, change leadership and innovation, and talent development and succession planning.



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

The course covers Goleman's six leadership styles, situational leadership, Tuckman's stages of group development, psychological safety, the GROW coaching model, Kotter's eight-step change model, the ADKAR framework, agile leadership mindsets, structured feedback frameworks, and 360-degree and leadership style diagnostics.

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

Leaders apply it by running team briefings and coaching conversations, setting operating rhythms for hybrid teams, and leading change initiatives with clear stakeholder plans. They also give developmental feedback, build succession pipelines, and use ethical frameworks when facing difficult trade-offs.