

PROFESSIONAL CERTIFICATE IN LEADERSHIP



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TRAINING CENTER



Introduction

Leadership can be studied, practised, and certified. The Professional Certificate in Leadership Course brings together the core disciplines every leader needs into one structured programme. Participants work through personal leadership, team development, strategic thinking, change leadership, and ethical decision-making. Furthermore, the course builds communication, influence, and performance management capability that applies across functions and sectors. In addition, it links leadership practice to measurable organisational outcomes. As a result, delegates leave with a coherent leadership framework, a portfolio of applied work, and the confidence to lead at a higher level.

Professional Certificate in Leadership Course Objectives

- Apply situational leadership and Goleman's six leadership styles to team situations.
- Develop personal leadership presence, values, and self-awareness.
- Build high-performing teams using Tuckman's stages and psychological safety.
- Set direction with vision statements, SMART goals, and strategic priorities.
- Coach and develop people using the GROW model and structured feedback.
- Lead change using Kotter's eight-step model and the ADKAR framework.
- Make ethical decisions using structured ethical decision-making frameworks.
- Manage performance with KPIs, balanced scorecard, and appraisal conversations.
- Influence stakeholders using power-interest mapping and persuasion principles.
- Build a personal leadership development plan with measurable goals.

Course Methodology

- Interactive workshops led by senior leadership practitioners.

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- Case studies of leaders facing real strategic and people challenges.
- Role-play of feedback, coaching, and change conversations.
- Group exercises using leadership diagnostics and planning tools.
- Simulation of a change and stakeholder alignment scenario.
- Peer coaching and structured 360-degree style feedback.
- Capstone project: presenting a leadership portfolio and development plan.

Who Should Take This Course

- Managers preparing for senior leadership roles.
- Team leaders and functional heads.
- Project and programme managers leading people.
- HR and organisational development professionals.
- High-potential talent on succession pathways.
- Professionals seeking formal leadership certification.

Professional Certificate in Leadership Course Outlines

Day 1: Personal Leadership and Self-Awareness

- Leadership identity, values, and purpose.
- Situational leadership and Goleman's six leadership styles.
- Emotional intelligence in leadership practice.
- Executive presence and credibility building.
- Strengths, blind spots, and personal brand.
- Resilience and self-management under pressure.
- Exercise: leadership style self-assessment.





Day 2: Leading Teams and Developing People

- Tuckman's stages of team development.
- Building psychological safety and trust.
- Delegation, accountability, and empowerment.
- Coaching with the GROW model.
- Giving developmental and corrective feedback using SBI and BOOST.
- Managing conflict constructively within teams.
- Role-play: coaching and feedback conversation.

Day 3: Strategic Thinking and Direction Setting

- Strategic analysis with SWOT, PESTLE, and Porter's Five Forces.
- Vision, mission, and strategic priority setting.
- Translating strategy into team objectives and OKRs.
- Balanced scorecard and performance indicators.
- Decision-making with decision matrices and risk assessment.
- Communicating strategy so teams act on it.
- Exercise: building a strategic direction statement.

Day 4: Leading Change and Organisational Influence

- Kotter's eight-step model for leading change.
- The ADKAR framework for individual transition.
- Managing resistance and change fatigue.
- Stakeholder mapping and influence without authority.
- Ethical decision-making under pressure.

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- Building coalitions and sponsorship for initiatives.
- Simulation: leading a change initiative.

Day 5: Performance, Culture, and Leadership Development

- Performance management cycles and appraisal conversations.
- Managing underperformance with improvement plans.
- Building culture, engagement, and accountability.
- Talent development and succession planning.
- Sustaining leadership growth through reflection and mentoring.
- Building a personal leadership development plan.
- Capstone project: presenting a leadership portfolio.

Conclusion

By successfully completing Professional Certificate in Leadership, participants will have acquired practical knowledge of personal leadership, team development, strategic thinking, change management, and performance leadership. They will understand how to coach people, influence stakeholders, and lead change with structure and integrity. In addition, they will gain a personal development plan and an applied leadership portfolio. Gentex Training Center builds this programme around live practice, so delegates return ready to lead with greater confidence and measurable impact.

FAQs





Q1 What is the "Professional Certificate in Leadership" course about?

It is a structured leadership programme covering personal leadership, team development, strategy, change leadership, and performance management. Participants practise coaching, feedback, influence, and ethical decision-making. The course builds a coherent leadership framework supported by an applied portfolio.

Q2 What are the key benefits of the "Professional Certificate in Leadership" course?

It builds a complete leadership capability set rather than isolated skills. Participants gain confidence in coaching, change leadership, and stakeholder influence, plus a structured development plan. Organisations benefit from stronger succession readiness and more capable leaders at middle and senior levels.

Q3 What skills will I gain from the "Professional Certificate in Leadership" course?

Participants gain personal and situational leadership, team development and coaching, strategic thinking and change leadership, and performance leadership and stakeholder influence.



Q4 What tools, methods, or standards are covered in the "Professional Certificate in Leadership" course?

The course covers situational leadership, Goleman's six leadership styles, Tuckman's stages of team development, psychological safety, the GROW coaching model, the SBI and BOOST feedback models, SWOT, PESTLE, and Porter's Five Forces, SMART goals and OKRs, the balanced scorecard, decision matrices, Kotter's eight-step model, the ADKAR framework, power-interest stakeholder mapping, and ethical decision-making frameworks.

Q5 How is the "Professional Certificate in Leadership" course applied in real-world practice?

Leaders apply it by setting team direction, coaching through GROW conversations, and giving feedback promptly. They also lead change with clear stakeholder plans, run performance and appraisal conversations, and use ethical frameworks when facing difficult trade-offs, tracking progress against a personal development plan.