

PROFESSIONAL LEADER



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TRAINING CENTER



Introduction

Professional leadership is a practised craft, not a title granted at appointment. The Professional Leader Course develops the habits, judgement, and interpersonal skill that make a leader effective across functions and seniority levels. Participants work on self-awareness, direction setting, team development, influence, and decision quality. Furthermore, the course examines how leaders shape culture, handle pressure, and build the people who follow them. In addition, it connects leadership behaviour to measurable organisational outcomes. As a result, delegates leave with a coherent personal leadership framework, an applied portfolio, and the confidence to lead deliberately.

Professional Leader Course Objectives

- Build leadership self-awareness using values clarification and style diagnostics.
- Apply situational leadership and Goleman's six leadership styles to team situations.
- Set direction with vision statements, SMART goals, and priority filters.
- Build high-performing teams using Tuckman's stages and psychological safety.
- Coach and develop people using the GROW model and structured feedback.
- Give developmental and corrective feedback using the SBI and BOOST models.
- Influence stakeholders without authority using Cialdini's persuasion principles.
- Make decisions using decision matrices, risk assessment, and the Six Thinking Hats method.
- Lead change with Kotter's eight-step model and the ADKAR framework.
- Build personal resilience, judgement, and a development plan.

Course Methodology

- Interactive workshops led by experienced leadership practitioners.
- Leadership style diagnostics and structured self-assessment.

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- Role-play of coaching, feedback, and difficult conversations.
- Group exercises using decision matrices and team diagnostic tools.
- Simulation of a change and stakeholder alignment scenario.
- Peer coaching with structured feedback between delegates.
- Capstone project: presenting a personal leadership portfolio and development plan.

Who Should Take This Course

- Newly appointed and practising managers.
- Team leaders and functional supervisors.
- Project and programme leaders managing people.
- Professionals moving into people leadership.
- HR and learning professionals supporting managers.
- High-potential employees preparing for leadership roles.

Professional Leader Course Outlines

Day 1: Personal Leadership and Self-Awareness

- Leadership identity, values, and credibility.
- Situational leadership and Goleman's six leadership styles.
- Emotional intelligence in daily leadership practice.
- Strengths, blind spots, and personal brand.
- Managing emotions and composure under pressure.
- Leadership ethics and professional standards.
- Exercise: leadership style self-assessment.





Day 2: Direction Setting and Priority Management

- Building vision and mission statements with teams.
- Setting SMART goals and team objectives.
- Priority filters and the Eisenhower matrix.
- Aligning team priorities with organisational strategy.
- Communicating direction so people act on it.
- Turning strategy into weekly execution rhythms.
- Workshop: building a team direction and priority plan.

Day 3: Leading Teams and Developing People

- Tuckman's stages of team development.
- Building psychological safety and trust.
- Delegation levels and accountability agreements.
- Coaching with the GROW model.
- Feedback using the SBI and BOOST models.
- Managing conflict constructively.
- Role-play: a coaching and feedback conversation.

Day 4: Influence, Decisions, and Difficult Conversations

- Power-interest stakeholder mapping.
- Cialdini's six principles of persuasion in practice.
- Decision-making with matrices and the Six Thinking Hats.
- Running effective meetings with decision logs.
- Handling difficult conversations with structure and empathy.

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- Cross-cultural communication considerations.
- Simulation: influencing a resistant stakeholder.

Day 5: Leading Change and Leadership Sustainability

- Kotter's eight-step model for leading change.
- The ADKAR framework for individual transition.
- Managing resistance and change fatigue.
- Building resilience and sustainable performance.
- Developing successors and building bench strength.
- Building a personal leadership development plan.
- Capstone project: presenting a leadership portfolio.

Conclusion

By successfully completing Professional Leader, participants will have acquired practical knowledge of personal leadership, direction setting, team development, influence, decision-making, and change leadership. They will understand how to run coaching conversations and handle difficult situations with composure. In addition, they will gain a leadership portfolio and a personal development plan. Gentex Training Center builds this programme around live practice, so delegates return ready to lead people with clarity, fairness, and confidence.

FAQs





Q1 What is the "Professional Leader" course about?

It develops the practical craft of leadership: self-awareness, direction setting, team development, influence, decision quality, and change leadership. Participants practise each capability in live exercises rather than studying theory. The course focuses on deliberate, repeatable leadership behaviour.

Q2 What are the key benefits of the "Professional Leader" course?

It builds leadership confidence and consistency, improving team engagement and retention. Participants gain coaching, feedback, and influence skills plus structured decision-making tools. Organisations benefit from stronger line leadership, clearer direction, and better succession readiness.

Q3 What skills will I gain from the "Professional Leader" course?

Participants gain personal and situational leadership, direction setting and priority management, team development and coaching, and stakeholder influence and change leadership.



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

The course covers situational leadership, Goleman's six leadership styles, values clarification and style diagnostics, SMART goals, the Eisenhower matrix, Tuckman's stages of team development, psychological safety, the delegation levels model, the GROW coaching model, the SBI and BOOST feedback models, Cialdini's six principles of persuasion, decision matrices and the Six Thinking Hats method, Kotter's eight-step model, and the ADKAR framework.

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

Leaders apply it by setting team direction and priorities, running one-to-one coaching and feedback conversations, and building accountability through delegation. They also run decisions with matrices and Six Thinking Hats, map stakeholders before major meetings, and lead change with clear communication and resistance management.