

THE OXFORD LEADERSHIP SEMINAR



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TRAINING CENTER



Introduction

The Oxford Leadership Seminar Training Course gives leaders a concentrated space to examine how they lead and why it works or does not. Participants work through leadership purpose, influence, decision-making, team development, and change in a discussion-led format. The programme draws on recognised leadership frameworks and real leadership experience from the room. As a result, learners leave with sharper judgement and a clear plan for their own practice. Furthermore, the course strengthens self-awareness, stakeholder credibility, and the resilience that leadership over time demands.

The Oxford Leadership Seminar Course Objectives

- Define personal leadership purpose and connect it to organizational direction.
- Distinguish leadership, management, and authority in everyday practice.
- Apply situational leadership (Hersey-Blanchard) to match style to readiness.
- Build influence and trust using the Trust Equation and power-interest grids.
- Make higher-quality decisions using decision matrices and root cause analysis.
- Communicate with clarity using the pyramid principle (Minto) and active listening.
- Coach and develop people with the GROW model and SBI feedback.
- Build high-performing teams with psychological safety and clear accountability.
- Lead change with Kotter's eight steps and the ADKAR model.
- Set a personal leadership development plan with measurable commitments.

Course Methodology

- Discussion-led seminars on leadership dilemmas and lived experience.
- Workshops on influence, decision-making, and team development.
- Group exercises on difficult conversations and change leadership.
- Hands-on practice with the Trust Equation, pyramid principle, and GROW.

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- Simulation of a contested decision and a leadership under pressure.
- Facilitator coaching and peer review on personal leadership plans.

Who Should Take This Course

- Senior managers, directors, and heads of function.
- Experienced managers seeking a reflective leadership space.
- High-potential leaders preparing for broader responsibility.
- Business unit and functional leaders.
- Programme and transformation leaders.
- Consultants advising on leadership and organizational development.

The Oxford Leadership Seminar Course Outlines

Day 1: Leadership Purpose and Self-Awareness

- What leadership means beyond position and title.
- Personal purpose, values, and long-term intent.
- Leadership styles and situational leadership (Hersey-Blanchard).
- Emotional intelligence (Goleman) and personal triggers.
- Strengths, blind spots, and the Johari Window.
- Credibility, consistency, and personal presence.
- Case discussion: a leader undone by an unexamined pattern.

Day 2: Influence, Trust, and Stakeholder Leadership

- The Trust Equation: credibility, reliability, intimacy, and self-orientation.
- Building influence without relying on formal authority.



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- Stakeholder mapping with power-interest grids.
- Communication, framing, and the pyramid principle (Minto).
- Active listening and questioning technique.
- Managing upwards and representing a team credibly.
- Workshop: planning influence for a live leadership objective.

Day 3: Decision-Making and Difficult Conversations

- Decision-making under uncertainty with decision matrices.
- Root cause analysis and problem framing.
- Countering cognitive biases and groupthink.
- Preparing for and opening a difficult conversation.
- Feedback with the SBI (Situation-Behaviour-Impact) model.
- Conflict handling with the Thomas-Kilmann conflict modes.
- Simulation: a contested decision and a difficult conversation.

Day 4: Building Teams and Developing People

- Psychological safety (Edmondson) and high-performing team conditions.
- Accountability, ownership, and decision rights with RACI.
- Coaching with the GROW model.
- Delegation and empowerment at the right level.
- Recognition, motivation, and engagement.
- Developing successors and building capability.
- Exercise: designing a development plan for a team member.





Day 5: Leading Change and Personal Leadership Practice

- Leading change with Kotter's eight steps and the ADKAR model.
- Communicating change and managing resistance.
- Sustaining performance and personal resilience.
- Ethics, integrity, and consistency under pressure.
- Building a leadership network and support system.
- Personal leadership development planning.
- Capstone: presenting a personal leadership plan.

Conclusion

By successfully completing The Oxford Leadership Seminar, participants will gain a practical command of leadership purpose, influence, decision-making, team development, and change. They will acquire skills in trust building, structured communication, coaching, and change leadership grounded in self-awareness. Gentex Training Center designs the programme to help leaders sharpen their own practice with confidence.

FAQs

Q1 What is the "The Oxford Leadership Seminar" course about?

It gives leaders a concentrated space to examine how they lead and why it works or does not. The course spans leadership purpose and self-awareness, influence and stakeholder leadership, decision-making and difficult conversations, team building and people development, and leading change and personal practice.



Q2 What are the key benefits of the "The Oxford Leadership Seminar" course?

You leave with sharper judgement and a clear plan for your own practice. The course deepens self-awareness, strengthens trust and influence, improves decision quality and difficult conversations, and gives you a structured method for developing people and leading change.

Q3 What skills will I gain from the "The Oxford Leadership Seminar" course?

You will develop four core skills: leadership self-awareness and purpose articulation, influence and stakeholder leadership, decision-making and difficult conversation handling, and team development with change leadership.

Q4 What tools, methods, or standards are covered in the "The Oxford Leadership Seminar" course?

The course covers situational leadership (Hersey-Blanchard), Goleman's emotional intelligence framework, the Johari Window, the Trust Equation, power-interest grids, the pyramid principle (Minto), active listening and questioning technique, decision matrices, root cause analysis, the SBI (Situation-Behaviour-Impact) feedback model, the Thomas-Kilmann conflict modes, Edmondson's psychological safety framework, RACI, the GROW coaching model, Kotter's eight steps, and the ADKAR model.



Q5 How is the "The Oxford Leadership Seminar" course applied in real-world practice?

Participants apply it to real work such as aligning a team behind a difficult decision, holding a conversation about underperformance, building trust with a sceptical stakeholder, and leading a change that affects how a team works. The same methods support succession planning and personal leadership reviews.