Advanced Certificate in Leadership and Management Training Course

Professional Development Training Course Outline

Category	CEOs and Directors	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Advanced Certificate in Leadership and Management Training Course is an immersive, one-page introduction to **advanced leadership principles** and **strategic management** practices for the modern professional. The program focuses on developing a holistic skill set that goes beyond traditional management, enabling participants to become **transformational leaders** capable of driving **organizational change** and fostering a culture of **innovation** and **high performance**. With a strong emphasis on **emotional intelligence**, **strategic thinking**, and **effective communication**, this certification empowers current and aspiring leaders to navigate complex business landscapes and inspire their teams to achieve exceptional results.

By mastering the core tenets of **influential leadership** and **data-driven decision-making**, participants will gain the confidence and competence to lead with purpose and impact. The curriculum is designed to address real-world challenges, providing practical frameworks for **conflict resolution**, **team empowerment**, and **performance management**. This course is a crucial step for professionals aiming to elevate their careers and contribute meaningfully to their organization's long-term success in a competitive global market.

Programme Curriculum

Advanced Certificate in Leadership and Management Training Course

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Course Duration

5 days

Course Objectives

- Elevate your personal leadership brand and style.
- Master the art of strategic decision-making and problem-solving.
- Enhance your emotional intelligence for building stronger teams.
- Implement effective change management strategies.
- Develop advanced communication and negotiation skills.
- Cultivate a culture of accountability and ownership.
- Optimize team performance and productivity through coaching and mentoring.
- Lead with purpose and integrity in a diverse and remote workforce.
- Drive business growth through visionary leadership.
- Improve conflict resolution and difficult conversation skills.
- Leverage data for informed leadership and strategic planning.
- Foster a mindset of continuous improvement.
- Build a pipeline of future leaders through succession planning.

Organizational Benefits

- Skilled leaders create a positive work environment, reducing turnover and boosting morale.
- Effective management of resources and teams leads to better outcomes and efficiency.
- A culture of strong leadership encourages creative problem-solving and resilience in the face of change.
- Leaders who embody the organization's values help to solidify a cohesive and positive workplace.
- The course ensures leaders can translate organizational vision into actionable team goals.
- Trained leaders are better equipped to handle unexpected challenges and make sound decisions under pressure.
- Investing in leadership training develops internal talent, ensuring continuity and future-ready management.

Target Audience

- Mid to Senior-level Managers and Executives
- Emerging Leaders and High-potential Employees
- Project Managers and Team Leads
- Entrepreneurs and Business Owners
- Department Heads and Supervisors
- HR Professionals involved in talent development
- Professionals transitioning into a leadership role for the first time

- Senior Professionals looking to refresh their skills and stay current

Course Outline

Module 1: The Modern Leader: Identity & Impact

- Defining your **leadership philosophy** and personal brand.
- The transition from manager to **transformational leader**.
- Developing **emotional intelligence** and self-awareness.
- Understanding and leveraging diverse leadership styles.
- **Case Study**: A CEO's turnaround of a struggling tech company through a shift in personal leadership style.

Module 2: Strategic Vision & Execution

- Aligning team goals with a clear organizational vision.
- Advanced **strategic planning** and execution frameworks.
- Making **data-driven decisions** and analyzing key metrics.
- Fostering a culture of accountability and results.
- **Case Study**: How a retail chain used market data and strategic planning to successfully launch a new product line.

Module 3: Driving Change & Innovation

- Understanding the psychology of **organizational change**.
- Leading teams through periods of disruption and uncertainty.
- Implementing Kotter's 8-Step Change Model.
- Cultivating a mindset of continuous improvement and innovation.
- **Case Study**: A large corporation's successful digital transformation and the leadership challenges it faced.

Module 4: High-Impact Communication & Influence

- Mastering the art of persuasive communication and public speaking.
- Effective feedback and difficult conversations.
- Negotiation strategies for achieving win-win outcomes.
- Active listening and building rapport.
- **Case Study**: A manager resolves a long-standing departmental conflict by implementing a new communication framework.

Module 5: Building & Empowering High-Performance Teams

- Strategies for motivating and retaining top talent.
- Delegation with confidence and empowerment.
- Conflict resolution and mediation techniques.
- Team building for both co-located and remote teams.
- **Case Study**: A remote software development team overcame communication barriers to significantly increase project delivery speed.

Module 6: Performance Management & Coaching

- Setting clear expectations and performance goals.

- Conducting effective performance reviews.
- Coaching and mentoring for individual growth and development.
- Addressing underperformance constructively.
- **Case Study**: A division head improved team performance by implementing a new coaching-based feedback system.

Module 7: Ethical Leadership & Corporate Governance

- The importance of integrity, transparency, and ethical conduct.
- Making tough decisions with moral courage.
- Leading with a focus on **corporate social responsibility** (CSR).
- Navigating ethical dilemmas and building trust.
- **Case Study**: A leader successfully guided their company through a public crisis by prioritizing ethical principles.

Module 8: Personal Development & Legacy

- Creating a personal **leadership development plan**.
- Managing stress and burnout.
- Building a professional network and seeking mentorship.
- Leaving a lasting legacy and becoming a mentor to others.
- **Case Study**: A senior executive shares their journey from manager to respected industry mentor.

Training Methodology

Our training methodology is a dynamic blend of interactive and practical learning approaches, designed for maximum engagement and skill application. It includes:

- Interactive Workshops.
- Case Study Analysis.
- Peer-to-Peer Learning.
- Personalized Coaching.
- Action Learning Projects.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
21 Sep 2026	25 Sep 2026	Online	$1,000
21 Sep 2026	25 Sep 2026	Physical	$1,500
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com