Advanced Seminar on Power and Authority Training Course

Professional Development Training Course Outline

Category	Political Science and International Relations	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Advanced Seminar on Power and Authority Training Courser is a **transformative** exploration of the intricate dynamics of **power, authority, and influence** in contemporary professional and personal settings. In an increasingly flat and decentralized world, traditional hierarchical structures are giving way to more fluid, collaborative models. This shift demands a new understanding of how to lead and get things done. This course is designed to equip you with the **essential leadership skills** needed to navigate this new reality. We will delve into the psychological, social, and organizational frameworks that govern these dynamics, moving beyond simple definitions to practical application.

This program goes beyond conventional leadership training by focusing on **authentic leadership** and the **strategic use of influence**. You'll learn to recognize, analyze, and ethically wield different forms of power. Through a **practical, hands-on methodology**, we will deconstruct complex case studies and engage in real-world simulations, allowing you to develop a deep **self-awareness** of your own leadership style. You will leave this seminar with a refined toolkit to **build and expand your influence**, create a culture of **trust**, and drive **meaningful change** without relying solely on formal authority.

Programme Curriculum

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Course Objectives

Upon successful completion of this seminar, you will be able to:

1. **Differentiate** between power, authority, and influence.
2. **Identify** and leverage the diverse sources of personal and positional power.
3. **Analyze** the psychological and social factors that underpin influence and persuasion.
4. **Develop** and implement a strategic framework for ethical influence.
5. **Master** advanced communication skills, including active listening and nonverbal cues.
6. **Navigate** complex organizational politics and power dynamics.
7. **Cultivate** a personal brand rooted in expertise, credibility, and trust.
8. **Overcome** resistance and manage conflict in a constructive, results-oriented manner.
9. **Employ** situational leadership to adapt your approach to different contexts and individuals.
10. **Build** and nurture powerful professional networks and strategic alliances.
11. **Empower** and motivate teams to achieve shared objectives with autonomy.
12. **Apply** principles of **servant leadership** to foster a high-performance culture.
13. **Create** a leadership development plan for continuous growth and impact.

Target Audience

1. Mid-level Managers & Team Leaders.
2. Emerging Leaders & High-Potentials.
3. Project Managers & Cross-Functional Leaders
4. Entrepreneurs & Small Business Owners.
5. HR & Organizational Development Professionals
6. Senior Executives & C-Suite Leaders
7. Non-profit & Government Sector Leaders:
8. Consultants & Coaches.

Course Modules

Module 1: The Foundations of Power & Authority

- **Definition & Distinction**: What is the difference between power, authority, and influence?
- **Sources of Power**: Legitimate, reward, coercive, expert, and referent power.
- **Psychology of Influence**: The cognitive biases and emotional triggers that affect compliance.
- **Your Personal Power Assessment**: A diagnostic tool to identify your current power base.
- **Case Study**: **"The Unsanctioned Project Lead."** An informal leader successfully launches a major initiative by leveraging personal relationships and expertise, despite lacking formal authority.

Module 2: Building Your Influence & Credibility

- **The Power of Trust**: How to build and maintain credibility and integrity.
- **Authenticity in Leadership**: Why being genuine is a cornerstone of long-term influence.
- **Ethical Influence**: Differentiating between influence and manipulation.
- **Strategic Networking**: Building a robust network of allies and mentors.
- **Case Study**: **"The Influential Newcomer."** A new hire in a rigid organization gains respect and influence by consistently demonstrating expertise and building cross-departmental trust.

Module 3: Advanced Communication & Persuasion

- **Active Listening & Empathetic Communication**: The key to understanding others' motivations.
- **Nonverbal Communication**: Mastering body language and executive presence.
- **The Art of Storytelling**: Using narratives to inspire and persuade.
- **Negotiation & Conflict Resolution**: Techniques for achieving win-win outcomes.
- **Case Study**: **"The Challenging Stakeholder."** A manager uses active listening and framing to persuade a resistant department head to adopt a new, unpopular policy.

Module 4: Organizational Politics & Power Mapping

- **Understanding Organizational Structures**: Formal vs. informal power networks.
- **Identifying Key Stakeholders**: Mapping influencers, gatekeepers, and decision-makers.
- **Navigating Political Landscapes**: How to build coalitions and manage rivalries.
- **Upward Influence**: Persuading and managing your superiors.
- **Case Study**: **"The Silent Power Broker."** A middle manager identifies and builds a relationship with an influential, but quiet, senior executive, ultimately gaining support for their team's project.

Module 5: Situational & Transformational Leadership

- **Situational Leadership**: Adapting your style based on team maturity and context.
- **Transformational Leadership**: Inspiring and motivating followers to achieve extraordinary results.
- **Empowerment & Delegation**: The strategic act of giving up control to gain commitment.
- **Developing Others**: Coaching and mentoring as tools of influence.
- **Case Study**: **"The Turnaround Team."** A new leader transforms a disengaged, underperforming team into a highly motivated, self-sufficient unit by empowering them with autonomy and providing clear direction.

Module 6: Managing Resistance to Change

- **The Psychology of Resistance**: Why people push back against new ideas.
- **Anticipating & Overcoming Resistance**: Proactive strategies for managing objections.
- **Building a Coalition for Change**: Mobilizing support from key stakeholders.
- **Communicating the Vision**: Inspiring buy-in and commitment to the new direction.

- **Case Study**: **"The Digital Transformation Initiative."** A project manager faces pushback from a veteran team resistant to new technology and uses a phased approach, targeted communication, and champion identification to drive successful adoption.

Module 7: The Ethical Use of Power

- **Power & Accountability**: The responsibilities that come with influence.
- **Recognizing Unethical Behavior**: Identifying manipulation and coercion.
- **Fostering a Culture of Integrity**: Leading by example and promoting ethical decision-making.
- **The Leader's Legacy**: How you want to be remembered for how you wielded power.
- **Case Study**: **"The Ethical Dilemma."** A leader is pressured by a superior to use coercive tactics to meet a deadline but decides to risk their position by advocating for an ethical, albeit slower, approach.

Module 8: The Future of Leadership

- **Leadership in a Digital Age**: Influencing remote teams and virtual organizations.
- **Adaptive Leadership**: Thriving in an environment of constant change and ambiguity.
- **Developing Your Personal Leadership Brand**: Creating a clear, authentic vision for your leadership.
- **Your Action Plan**: A personalized roadmap for applying seminar learnings.
- **Case Study**: **"Leading a Global Team."** A manager of a geographically dispersed team builds cohesion and productivity by leveraging digital communication tools and fostering a sense of shared purpose.

Training Methodology

- **Experiential Learning**: Role-playing, simulations, and group exercises to practice new skills.
- **Case Study Analysis**: In-depth deconstruction of real-world scenarios to apply theoretical concepts.
- **Interactive Lectures**: Concise, impactful presentations to introduce core frameworks and concepts.
- **Peer Coaching & Feedback**: Collaborative sessions for participants to learn from each other.
- **Self-Reflection & Journaling**: Tools for developing personal insight and a customized action plan.
- **Practical Tools & Templates**: Take-home resources for immediate application in the workplace.

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
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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