Training course on Mastering People Management and Team Leadership

Professional Development Training Course Outline

Category	Leadership and Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's dynamic business landscape, effective **people management** and inspiring **team leadership** are no longer optional – they are the cornerstones of organizational success. Training course on Mastering People Management & Team Leadership equips participants with the essential skills and **leadership strategies** to cultivate high-performing teams, foster a positive **workplace culture**, and drive exceptional results. Through a blend of theoretical frameworks and practical application, you will learn to navigate the complexities of **employee engagement**, master the art of **effective communication**, and develop your unique **leadership style** to empower and motivate your team members. This program is designed to transform managers into influential leaders who can build cohesive teams and achieve strategic organizational goals.

This intensive training delves into the core principles of **human resource management** from a leadership perspective, focusing on practical techniques for **performance management**, providing constructive **feedback**, and resolving **conflict resolution** effectively. Participants will gain actionable insights into fostering **team collaboration**, delegating tasks efficiently, and developing the potential of individual team members through targeted **coaching and mentoring**. By mastering these critical **management skills**, you will enhance your ability to attract, retain, and develop top talent, ultimately leading to increased productivity, innovation, and a more engaged and motivated workforce. Invest in your leadership journey and unlock the full potential of your team with this transformative training experience.

Programme Curriculum

Training course on Mastering People Management & Team Leadership

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Course Duration

10 days

Course Objectives

1. Develop a strong understanding of fundamental **people management principles**.
2. Master key **team leadership skills** for driving team performance.
3. Learn effective strategies for boosting **employee engagement** and motivation.
4. Enhance **communication skills** for clear and impactful interactions with team members.
5. Identify and cultivate your unique **leadership style** for maximum influence.
6. Implement effective **performance management systems** and processes.
7. Acquire practical techniques for delivering constructive **feedback** and coaching.
8. Develop skills in **conflict resolution** and mediation within teams.
9. Foster a culture of strong **team collaboration** and synergy.
10. Learn effective **delegation strategies** to empower team members.
11. Implement strategies for **talent development** and succession planning.
12. Understand the principles of building a positive and inclusive **workplace culture**.
13. Apply **change management** techniques to lead teams through transitions effectively.

Organizational Benefits

- Increased team productivity and efficiency.
- Improved employee morale and job satisfaction.
- Reduced employee turnover and retention costs.
- Enhanced communication and collaboration across teams.
- Stronger leadership pipeline and succession planning.
- More effective conflict resolution and problem-solving.
- A more positive and engaged workplace culture.
- Improved organizational agility and adaptability.
- Enhanced ability to attract and retain top talent.
- Increased innovation and creativity within teams.

- Better alignment of individual and team goals with organizational objectives.
- Improved overall organizational performance and profitability.
- Development of a consistent and effective management approach across the organization.

Target Audience

1. New and aspiring managers seeking foundational people management skills.
2. Team leaders looking to enhance their leadership effectiveness.
3. Supervisors aiming to improve team performance and engagement.
4. Project managers responsible for leading cross-functional teams.
5. HR professionals seeking to develop leadership capabilities within the organization.
6. Individuals identified as high-potential employees for future leadership roles.
7. Business owners and entrepreneurs looking to build strong and effective teams.
8. Experienced managers seeking to refresh their skills and learn new leadership approaches.

Course Outline

Module 1: Foundations of People Management

- Understanding the core principles of effective people management.
- The evolving role of a manager as a leader and coach.
- Key responsibilities and expectations of people managers.
- Building trust and rapport with team members.
- Understanding different personality types and work styles.
- **Case Study:** A newly appointed manager struggles to transition from individual contributor to leading a team. We analyze strategies for building authority and trust.

Module 2: The Art and Science of Team Leadership

- Defining different leadership styles and their impact on teams.
- Identifying your own leadership strengths and areas for development.
- Setting a clear vision and direction for your team.
- Motivating and inspiring team members to achieve common goals.
- Creating a psychologically safe and supportive team environment.
- **Case Study:** An established team leader needs to revitalize a stagnant team. We explore different leadership approaches to re-energize and refocus the team.

Module 3: Mastering Effective Communication

- Developing active listening and empathetic communication skills.
- Providing clear, concise, and constructive feedback.
- Facilitating effective team meetings and discussions.
- Navigating difficult conversations with confidence.
- Utilizing different communication channels effectively.
- **Case Study:** A project team experiences misunderstandings due to poor communication. We analyze communication breakdowns and implement strategies for improvement.

Module 4: Driving Employee Engagement and Motivation

- Understanding the key drivers of employee engagement.
- Implementing strategies to boost motivation and morale.
- Recognizing and rewarding individual and team contributions.
- Creating opportunities for growth and development.

- Fostering a sense of belonging and purpose within the team.
- **Case Study:** A company faces high employee turnover due to low engagement. We examine strategies for improving engagement and retention.

Module 5: Setting Goals and Managing Performance

- Setting SMART goals for individuals and teams.
- Implementing effective performance management processes.
- Conducting performance reviews that drive growth.
- Addressing performance issues constructively and fairly.
- Linking individual performance to organizational objectives.
- **Case Study:** A manager struggles with conducting effective performance reviews. We practice different feedback models and goal-setting techniques.

Module 6: The Power of Feedback and Coaching

- Understanding the importance of regular and timely feedback.
- Developing skills in giving both positive and constructive feedback.
- Adopting a coaching approach to develop team members' potential.
- Asking powerful coaching questions to facilitate growth.
- Creating a feedback-rich culture within the team.
- **Case Study:** A team member is underperforming, and the manager needs to provide constructive feedback and develop a performance improvement plan.

Module 7: Navigating Conflict and Building Collaboration

- Understanding different sources and styles of conflict.
- Developing effective conflict resolution strategies.
- Facilitating productive discussions to resolve disagreements.
- Building trust and psychological safety for open dialogue.
- Promoting a collaborative and inclusive team environment.
- **Case Study:** Two team members have a persistent conflict that is affecting team morale. We explore different conflict resolution approaches.

Module 8: Effective Delegation and Empowerment

- Understanding the benefits of effective delegation.
- Identifying tasks suitable for delegation.
- Delegating tasks clearly and providing necessary resources.
- Empowering team members to take ownership and initiative.
- Providing support and guidance without micromanaging.
- **Case Study:** A manager is overwhelmed due to a lack of delegation. We identify tasks that can be delegated and develop a delegation strategy.

Module 9: Developing Talent and Fostering Growth

- Identifying individual and team development needs.
- Creating opportunities for learning and skill enhancement.
- Implementing mentoring and coaching programs.
- Supporting career development and growth within the organization.
- Fostering a culture of continuous learning.
- **Case Study:** A high-potential employee feels stagnant in their role. We explore development opportunities and career growth strategies.

Module 10: Building a Positive and Inclusive Workplace Culture

- Understanding the elements of a positive workplace culture.
- Promoting diversity, equity, and inclusion within the team.
- Fostering a sense of belonging and respect for all team members.
- Addressing issues of bias and discrimination.
- Creating a culture that values open communication and feedback.
- **Case Study:** A team experiences tension due to a lack of inclusivity. We analyze the issues and develop strategies for creating a more inclusive environment.

Module 11: Leading Through Change and Transition

- Understanding the psychology of change and its impact on teams.
- Developing strategies for leading teams through organizational change.
- Communicating effectively about change initiatives.
- Addressing resistance to change and fostering buy-in.
- Supporting team members through periods of uncertainty.
- **Case Study:** An organization undergoes a significant restructuring. We develop a communication and change management plan for the team.

Module 12: Strategic People Management and Alignment

- Understanding how people management aligns with organizational strategy.
- Developing workforce planning strategies.
- Understanding key HR metrics and their impact on business outcomes.
- Contributing to the development of HR policies and practices.
- Thinking strategically about talent acquisition and retention.
- **Case Study:** An organization struggles to align its talent strategy with its overall business goals. We analyze the misalignment and develop recommendations.

Module 13: Leading Remote and Hybrid Teams

- Adapting leadership styles for remote and hybrid work environments.
- Building trust and connection in virtual teams.
- Utilizing technology effectively for communication and collaboration.
- Managing performance and productivity in remote settings.
- Fostering a sense of team cohesion despite physical distance.
- **Case Study:** A team transitions to a hybrid work model and faces challenges in maintaining communication and collaboration. We explore strategies for effective remote team management.

Module 14: Developing Your Leadership Presence and Influence

- Understanding the key elements of leadership presence.
- Developing strong interpersonal and influencing skills.
- Building your personal brand as a leader.
- Networking and building relationships effectively.
- Inspiring and motivating others through your actions and communication.
- **Case Study:** A manager wants to increase their influence within the organization. We identify strategies for developing leadership presence and impact.

Module 15: The Future of People Management and Leadership

- Exploring emerging trends in people management and leadership.
- Understanding the impact of technology and automation on the workforce.
- Developing adaptability and resilience as a leader.
- Embracing continuous learning and professional development.
- Creating a personal leadership development plan for the future.
- **Case Study:** We discuss future trends in the workplace and how leaders can prepare their teams for these changes.

Training Methodology

This training course employs a highly interactive and experiential learning approach, incorporating:

- **Interactive Lectures and Discussions:** Engaging participants in active learning and knowledge sharing.
- **Practical Exercises and Activities:** Providing opportunities to apply learned concepts in a safe environment.
- **Individual and Group Presentations:** Offering hands-on practice and personalized feedback.
- **Video Recording and Analysis:** Enabling participants to observe and refine their delivery skills.
- **Constructive Peer and Instructor Feedback:** Providing valuable insights for improvement.
- **Case Study Analysis:** Examining real-world examples of effective and ineffective presentations.
- **Role-Playing Scenarios:** Simulating various presentation scenarios to build confidence.

Register as a group from 3 participants for a Disc

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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