



# الدورة التدريبية الشاملة لتطوير القيادة (برنامج 10 أيام)



**AGILE LEADERS**  
Training Center

05 - 16 Jan 2027  
الدار البيضاء



## الدورة التدريبية الشاملة لتطوير القيادة (برنامج 10 أيام)

الرجوع: 103600359\_36144 التاريخ: 05 - 16 Jan 2027 الموقع: الدار البيضاء الرسوم: Euro 7000

### Course Overview

Agile Leaders Training Center proudly offers this comprehensive 10-day leadership development course designed to transform managers and professionals into confident, emotionally intelligent, and results-driven leaders. This program develops the full spectrum of leadership capabilities by focusing on leading self, superiors, peers, and teams – supported by deep training in emotional intelligence, persuasion, coaching, negotiation, decision-making, and conflict resolution.

Through a dynamic combination of interactive lectures, simulation-based practice, and self-reflection tools, participants will gain practical strategies to navigate modern leadership challenges. Each session is grounded in real-world relevance, aligned with organizational performance goals, and guided by a leadership development methodology tested across industries.

The course is ideal for organizations that seek to cultivate a strong leadership pipeline capable of strategic thinking, people management, and ethical influence across multiple levels of the organization.

### Target Audience

- Senior Executives and Directors
- Project Managers and Department Heads
- HR and Organizational Development Professionals
- Team Leaders and Mid-Level Managers
- Supervisors and High-Potential Future Leaders

### Targeted Organizational Departments

- Corporate Leadership Teams
- Human Capital and Learning & Development Units
- Strategic Planning and Governance Offices
- Project Management and Operations Units

### Targeted Industries

- Private Sector Enterprises and Multinational Corporations
- Government Ministries and Public Sector Organizations
- Non-Governmental and Civil Society Institutions
- Healthcare, Education, Energy, Infrastructure, and Real Estate

## Course Offerings

By the end of the program, participants will be able to:

- Demonstrate self-leadership through self-awareness and goal alignment
- Apply emotional intelligence in interpersonal communication and team dynamics
  - Lead superiors, peers, and teams through influence, trust, and empathy
- Utilize professional coaching models to support staff growth and accountability
- Navigate negotiations, resolve conflict, and build high-performing relationships
- Make structured, evidence-based decisions using strategic thinking tools
- Build a personal leadership action plan for post-program implementation

## Training Methodology

The course combines multiple instructional strategies, including:

- Instructor-led presentations and facilitation
  - Group discussions and feedback loops
- Realistic leadership simulations and roleplays
  - Case study analysis
- Peer coaching exercises and reflection circles

## Course Toolbox

Each participant will receive:

- Leadership Development Toolkit
  - Self-Assessment Instruments
  - Coaching and Feedback Frameworks
  - Influence and Negotiation Templates
- Decision-Making and Problem-Solving Models
  - Conflict Management Scenarios
- Action Plan and Evaluation Templates

## Course Agenda:

### Day 1: Leading Self

- Personal Leadership and Self-Awareness Topic 1:
- Goal Setting and Self-Discipline Topic 2:
- Stress Management and Building Resilience Topic 3:
- 16 Personalities Assessment - Understanding Personal Traits Topic 4:
- Time Management and Energy Focus Topic 5:
- Leadership Mindset and Self-Motivation Topic 6:
- Enhancing Personal Leadership Reflection & Review:

## Day 2: Leading Superiors

- Building Effective Relationships with Superiors Topic 1: •
- Managing Up: Influencing and Supporting Higher Management Topic 2: •
- Navigating Organizational Hierarchies Topic 3: •
- Communication Upwards and Stakeholder Expectation Management Topic 4: •
- Political Savvy and Organizational Mapping Topic 5: •
- Trust and Credibility in Vertical Relationships Topic 6: •
- Leading Up with Confidence Reflection & Review: •

## Day 3: Leading Followers

- Motivating and Inspiring Team Members Topic 1: •
- Providing Constructive Feedback and Recognition Topic 2: •
- Developing and Coaching Employees Topic 3: •
- Aligning Individual Goals with Team Objectives Topic 4: •
- Building a Culture of Accountability Topic 5: •
- Team Communication and Role Clarity Topic 6: •
- Effective Leadership of Followers Reflection & Review: •

## Day 4: Leading Peers

- Collaborating and Building Partnerships with Peers Topic 1: •
- Influencing and Persuading Colleagues Topic 2: •
- Navigating Peer Relationships and Team Dynamics Topic 3: •
- Conflict Resolution Among Equals Topic 4: •
- Leading Without Formal Authority Topic 5: •
- Building Interdepartmental Trust Topic 6: •
- Peer Leadership and Collaboration Reflection & Review: •

## Day 5: Emotional Intelligence in Leadership

- Understanding and Applying Emotional Intelligence Daniel Goleman Topic 1: •
- Enhancing Empathy and Interpersonal Skills Topic 2: •
- Managing Emotions and Building Resilience Topic 3: •
- Emotional Triggers and Workplace Control Topic 4: •
- The Link Between EI and Leadership Performance Topic 5: •
- Measuring and Developing EI Competencies Topic 6: •
- Leveraging Emotional Intelligence Reflection & Review: •

## Day 6: Persuasion and Influence

- Techniques for Effective Persuasion Topic 1: •
- Influencing Organizational Outcomes Topic 2: •
- Ethical Considerations in Influence Topic 3: •
- Authority vs. Influence in Leadership Topic 4: •
- Storytelling as a Persuasion Tool Topic 5: •
- Applying the Cialdini Principles of Influence Topic 6: •
- Mastering Persuasion and Influence Reflection & Review: •

## Day 7: Coaching and Development

- Coaching Techniques and Best Practices Topic 1: •
- Creating Development Plans and Growth Opportunities Topic 2: •
- Measuring Coaching Effectiveness Topic 3: •
- Ask-Tell Matrix - Effective Coaching Conversations Topic 4: •
- The GROW Model in Practice Topic 5: •
- Building a Coaching Culture in Teams Topic 6: •
- Enhancing Coaching Skills Reflection & Review: •

## Day 8: Negotiation Skills

- Advanced Negotiation Strategies and Tactics Topic 1: •
- Thomas-Kilmann Conflict Mode Instrument TKI Negotiation Styles Topic 2: •
- Preparing for and Conducting Negotiations Topic 3: •
- Achieving Win-Win Outcomes Topic 4: •
- Understanding Interests vs. Positions Topic 5: •
- Cultural Intelligence in Negotiation Topic 6: •
- Negotiation Mastery Reflection & Review: •

## Day 9: Decision-Making and Problem-Solving

- Strategic Decision-Making Processes Topic 1: •
- Problem-Solving Techniques Topic 2: •
- Ishikawa Fishbone Diagram, Pareto Rule, Root Cause Analysis Topic 3: •
- Edward de Bono's 6 Thinking Hats Topic 4: •
- Thinking Fast and Slow Daniel Kahneman Topic 5: •
- Divergent vs. Convergent Thinking in Leadership Topic 6: •
- Effective Decision-Making Reflection & Review: •

## Day 10: Conflict Resolution and Integration

- Conflict Resolution Strategies Topic 1: •
- Mediating and Managing Workplace Conflicts Topic 2: •
- Integrating Leadership Skills for Organizational Success Topic 3: •
- Final Review and Action Planning Topic 4: •
- Leading in Times of Crisis or Change Topic 5: •
- Leadership Simulation and Case Debrief Topic 6: •
- Leadership Impact and Next Steps Reflection & Review: •

## FAQ

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

This course does not require any formal academic prerequisites. However, it is designed for professionals who are currently in or preparing for leadership roles across various industries. Ideal participants include senior managers, department heads, HR professionals, team leaders, and high-potential employees. Familiarity with organizational dynamics and people management is helpful but not mandatory.

How long is each day's session, and is there a total number of hours required for the entire course?

Each day's session is generally structured to last around 4-5 hours, with breaks, exercises, and discussion intervals included. The total course spans 10 days, amounting to approximately 40 to 50 hours of intensive leadership development through both theoretical learning and practical application.

Isn't emotional intelligence just another name for good communication skills?

Not quite. While emotional intelligence EI does support effective communication, it is much broader. In this course, EI is presented using frameworks such as Daniel Goleman's model, which includes self-awareness, self-regulation, motivation, empathy, and social skills. These elements impact not just how you communicate, but how you lead, coach, negotiate, and resolve conflict. EI is the foundation for sustainable and ethical leadership, not just verbal fluency.

## How This Course is Different from Other Leadership Development Courses

The Complete Leadership Development Training Course is unique because it approaches leadership as a multidimensional discipline. Unlike many generic courses that focus only on managing teams, this program expands leadership into four interconnected domains: leading self, superiors, followers, and peers. It embeds real world leadership tools like the Ask-Tell Matrix, Thomas-Kilmann Conflict Mode Instrument, 16 Personalities Assessment, and Edward de Bono's Six Thinking Hats, equipping participants with a practical and measurable leadership toolkit.

Throughout the 10-day program, participants not only learn how to lead but also how to coach others, influence ethically, negotiate win-win outcomes, and make strategic decisions using models like Root Cause Analysis, Fishbone Diagrams, and Divergent Thinking techniques.

Additionally, this course focuses heavily on emotional intelligence, conflict resolution, and leadership integration, making it ideal for organizations looking to future-proof their leadership pipeline. The interactive methodology including simulations, roleplays, and personalized leadership planning ensures that learning is retained, applied, and scaled across teams.



## فئات الدورات التدريبية



HR TRAINING &  
DEVELOPMENT

دورات إدارة و تطوير الموارد البشرية



دورات إدارة و تحليل البيانات ودورات علم  
البيانات



دورات إدارة الجودة وتطوير العمليات



الدورات التدريبية في مجال البيئة والاستدامة



دورات التسويق وإدارة علاقات العملاء وإدارة  
المبيعات



دورات التدريب القانوني والمشتريات  
والتعاقدات



دورات الاتصال الجماهيري و السياسات  
والعلاقات العامة



دورات النظم السبراني ودورات تقنية  
المعلومات



دورات الصيانة ودورات المجالات الهندسية  
المتنوعة



دورات الصحة والسلامة والأمن المهني



دورات السكرتارية و إدارة المكاتب



دورات الحوكمة وإدارة المخاطر والامتثال



**AGILE LEADERS**  
Training Center

## فئات الدورات التدريبية



دورات معتمدة من قبل هيئات دولية



دورات في مجالات القيادة والإدارة



دورات المهارات الشخصية وتطوير الذات



دورات المحاسبة و التمويل و دورات الإدارة  
المالية



دورات مكتب إدارة المشاريع وإدارة المشاريع  
الرشيقية

## مدن التدريب



أمستردام - هولندا



أكرا - غانا



أثينا - اليونان



أبوظبي - الإمارات العربية المتحدة



الدوحة - قطر



الدار البيضاء - المغرب



الجبيل - المملكة العربية السعودية



استنبول - تركيا



المنامة - مملكة البحرين



الكويت - الكويت



القاهرة - مصر



الرياض - المملكة العربية السعودية



بانكوك - تايلند



بالي - جمهورية إندونيسيا



بأكو - أذربيجان



باريس - فرنسا

## مدن التدريب



بورنو - البرتغال



برلين - ألمانيا



برشلونة - إسبانيا



براغ - جمهورية التشيك



جنيف - سويسرا



جاكرتا - جمهورية إندونيسيا



تيليسي - جورجيا



بوكيت - تايلاند



زنجبار - تنزانيا



روما - إيطاليا



دبي - الإمارات العربية المتحدة



جوهانسبرغ - جنوب إفريقيا



شهر الشيخ - مصر



سيول - كوريا الجنوبية



سنغافورة - سنغافورة



سان دييغو - الولايات المتحدة الأمريكية

## مدن التدريب



طوكيو - اليابان



طشقند - أوزبكستان



طرابزون - تركيا



شيكاغو - الولايات المتحدة الأمريكية



فيينا - النمسا



فرانكفورت - ألمانيا



عن بعد - منصة زووم



عمان - المملكة الأردنية الهاشمية



لشبونة - البرتغال



لانكاوي - ماليزيا



كاب تاون - جنوب إفريقيا



كوالالمبور - ماليزيا



مسقط - سلطنة عمان



مدريد - إسبانيا



ماربيا - إسبانيا



لندن - المملكة المتحدة

## مدن التدريب



نيروبي - كينيا



ميونخ - ألمانيا



ميلان - إيطاليا



مونترنو - سويسرا



نيس - فرنسا

# WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

## OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

## OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.


## WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



**AGILE LEADERS**  
Training Center

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