



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)

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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

الدورات التدريبية في مجال البيئة والاستدامة	دورات إدارة الجودة وتطوير العمليات
دورات إدارة و تحليل البيانات ودورات علم البيانات	دورات إدارة و تطوير الموارد البشرية
دورات الذهن السيرياني ودورات تقنية المعلومات	دورات الاتصال الجماهيري و السياسات والعلاقات العامة
دورات التدريب القانوني والهشتريات والتعاقدات	دورات التسويق وإدارة علاقات العملاء وإدارة المبيعات
دورات الحوكمة وإدارة المخاطر والامتثال	دورات السكرتارية و إدارة المكاتب
دورات الصحة والسلامة والذهن المهني	دورات الصيانة ودورات المجالات الهندسية المتنوعة
دورات المحاسبة و التهويل و دورات الإدارة المالية	دورات المهارات الشخصية وتطوير الذات
دورات في مجالات القيادة والإدارة	دورات معتمدة من قبل هيئات دولية
دورات مكتب إدارة المشاريع وإدارة المشاريع الرشيقية	



معدن التدريب

أكرا غانا	أثينا اليونان	أبوظبي الإمارات العربية المتحدة
الجبيل المملكة العربية السعودية	استنبول تركيا	أهستردام هولندا
الرياض المملكة العربية السعودية	الدوحة قطر	الدار البيضاء المغرب
المنامة مملكة البحرين	الكويت الكويت	القاهرة مصر
بانكوك تايلند	باكو أذربيجان	باريس فرنسا
برلين ألمانيا	برشلونة إسبانيا	براغ جمهورية التشيك
تيليسي جورجيا	بوكت تايلاند	بورتو البرتغال
جنيف سويسرا	جاكارتا جمهورية إندونيسيا	تورنتو كندا
روما إيطاليا	دبي الإمارات العربية المتحدة	جوهانسبرغ جنوب أفريقيا
سنغافورة سنغافورة	سان دييغو الولايات المتحدة الأمريكية	زنجان تنزانيا
شيكاغو الولايات المتحدة الأمريكية	شرم الشيخ مصر	سيول كوريا الجنوبية
طوكيو اليابان	طشقند أوزبكستان	طرابزون تركيا
فرانكفورت ألمانيا	عن بعد منصة زووم	عمان المملكة الأردنية الهاشمية

مدن التدريب

كيب تاون جنوب إفريقيا	كوالالمبور ماليزيا	فيينا النمسا
لندن المملكة المتحدة	لشبونة البرتغال	لانكاوي ماليزيا
مسقط سلطنة عمان	هدريد اسبانيا	ماربيا اسبانيا
ميونخ ألمانيا	ميلان إيطاليا	مونترو سويسرا
	نيويورك الولايات المتحدة الأمريكية	نيروبي كينيا