informatech

LEADERSHIP AND MANAGEMENT | LM-044

Leading Beyond Ego

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Course content

Why Attend

Exceptional leadership is measured not only by personal achievements but by the leaders, culture, and organizational capabilities left behind. As executives progress in their careers, their focus must evolve from directing activities to developing people, empowering future leaders, and creating sustainable organizational success. This programme explores the mindset, behaviours, and leadership practices required to move beyond personal recognition and build a lasting legacy through succession, mentorship, trust, and organizational stewardship.

Course Methodology

The programme combines executive discussions, leadership self-assessments, practical workshops, case studies, reflective exercises, coaching sessions, role plays, peer learning, and action planning. Participants will apply proven leadership frameworks to develop strategies for succession, delegation, mentoring, and long-term organizational sustainability.

Course Objectives

By the end of this course, participants will be able to:

- Develop a leadership mindset focused on long-term organizational success
- Build and implement effective succession and leadership development strategies
- Delegate authority while maintaining accountability and performance
- Mentor and empower future leaders with confidence
- Lead organizational transitions with integrity and emotional intelligence
- Create a sustainable leadership legacy that extends beyond individual achievement
- Develop a personal legacy and leadership transition plan

Target Audience

- Executives and senior managers

Course content

Target Audience

- Directors and business unit leaders
- General managers
- Organization development professionals
- Leadership development specialists
- High-potential executives
- Leaders preparing for succession or retirement

Target Competencies

- Executive leadership
- Succession planning
- Leadership development
- Coaching and mentoring
- Delegation and empowerment
- Emotional intelligence
- Organizational sustainability
- Legacy leadership

Course outline

Day 1: Building a Leadership Legacy

- Understanding the principles of legacy-focused leadership
- Exploring leadership beyond position, authority, and personal achievement
- Preparing for leadership transition and long-term organizational sustainability
- Managing generational leadership transitions effectively

Course content

Course outline

• Developing purpose and identity beyond executive roles

• Applying servant leadership principles to create lasting organizational impact

Day 2: Developing Future Leaders

• Identifying high-potential talent and future organizational leaders

• Building succession pipelines that strengthen organizational resilience

• Designing accelerated leadership development strategies

• Managing internal politics and organizational dynamics constructively

• Addressing emotional barriers that hinder leadership development

• Creating fair and transparent leadership growth opportunities

Day 3: Empowering Others Through Delegation

• Developing effective delegation and leadership transition plans

• Empowering individuals with responsibility, ownership, and accountability

• Building trust through meaningful delegation and decision-making authority

• Understanding individual personalities to maximize leadership effectiveness

• Delivering honest, constructive feedback that supports growth

• Encouraging diverse perspectives and inclusive decision-making

Day 4: Transitioning from Leader to Mentor

• Understanding the challenges of stepping back from operational leadership

• Strengthening the credibility and confidence of future leaders

• Creating environments where emerging leaders learn through experience

• Developing advanced listening and coaching skills

• Using storytelling and leadership experience to inspire future generations

Course content

Course outline

• Transitioning from operational leader to trusted mentor and strategic advisor

Day 5: Designing Your Leadership Legacy

• Developing a structured leadership transition and succession strategy

• Preparing for career transitions with confidence and purpose

• Maintaining personal wellbeing and healthy relationships beyond executive responsibilities

• Defining long-term contributions through mentoring, governance, and advisory roles

• Creating a legacy built on fairness, integrity, and organizational excellence

• Capstone Exercise: Developing and presenting a Personal Leadership Legacy and Transition Plan, followed by peer discussion, course review, and action planning

Seminar dates

Available seminar dates

Live dates and pricing for Leading Beyond Ego generated from the course details page.

Date	Location	Format	Fee
Dates on request	Venue on request	Classroom	**Contact us**

Live online option	Online delivery is available at €1,850.-.