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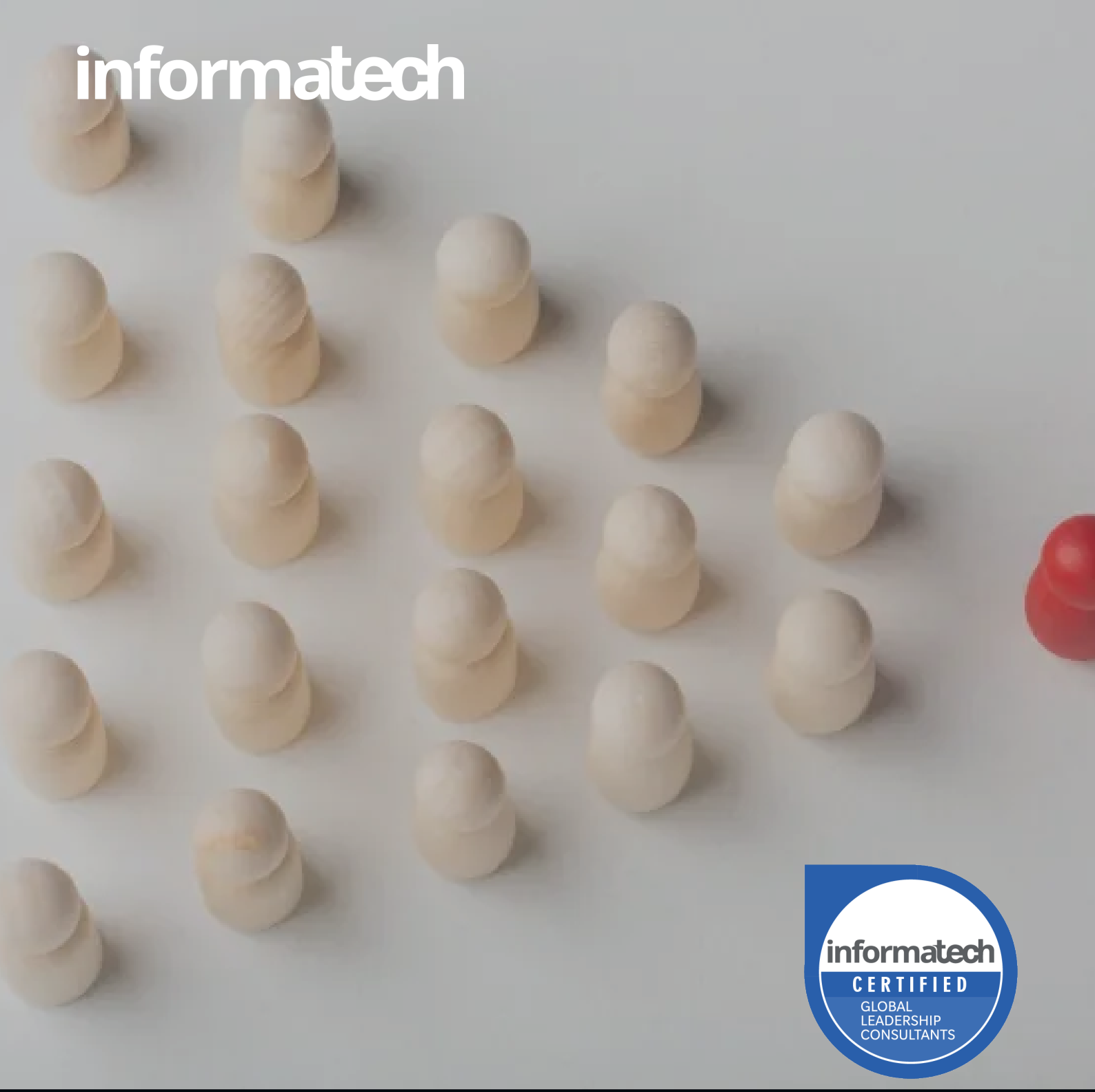

LEADERSHIP AND MANAGEMENT | LM-040

New Leaders Development

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Course content

Why Attend

Transitioning into a leadership role requires more than technical expertise. New leaders must learn how to motivate individuals, build high-performing teams, communicate effectively, and deliver results while earning the trust and respect of their colleagues. This course provides practical leadership tools and techniques that help first-time managers confidently navigate their new responsibilities, strengthen their leadership capabilities, and build a solid foundation for long-term success.

Course Methodology

The course combines interactive presentations, leadership assessments, practical workshops, role plays, case studies, group discussions, coaching exercises, and workplace simulations designed to reinforce leadership skills through real-life scenarios.

Course Objectives

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

- Transition successfully from individual contributor to effective leader
- Build credibility, trust, and professional influence within their teams
- Apply leadership styles appropriate to different situations and individuals
- Coach, motivate, and develop team members for improved performance
- Build collaborative and high-performing teams
- Communicate effectively, manage conflict, and solve workplace challenges
- Develop a personal leadership growth plan for continuous improvement

Target Audience

- Newly appointed managers
- First-line supervisors

Course content

Target Audience

- Team leaders
- Emerging leaders
- Project coordinators
- Professionals preparing for leadership responsibilities
- High-potential employees

Target Competencies

- Leadership fundamentals
- Team leadership
- Coaching and feedback
- Communication skills
- Emotional intelligence
- Decision-making
- Conflict management
- Personal leadership development

Course outline

Day 1: Transitioning into Leadership

- Understanding the transition from individual contributor to people leader
- Defining the responsibilities and expectations of first-line leaders
- Building professional credibility, trust, and leadership presence
- Applying emotional intelligence to strengthen leadership effectiveness
- Assessing personal leadership strengths and development opportunities

Course content

Course outline

• Adapting leadership approaches to different situations and workplace challenges

Day 2: Leading and Developing Individuals

• Applying adaptive leadership techniques to support diverse team members

• Understanding individual motivation and performance drivers

• Communicating expectations, responsibilities, and performance standards clearly

• Delivering constructive feedback and meaningful recognition

• Coaching employees to improve capability, confidence, and accountability

• Managing challenging conversations with professionalism and empathy

Day 3: Building High-Performing Teams

• Understanding team development stages and team behavior

• Strengthening collaboration through trust, engagement, and shared purpose

• Applying proven team performance models to improve effectiveness

• Building inclusive teams that encourage participation and ownership

• Managing conflict constructively while maintaining positive working relationships

• Creating a culture of accountability and continuous team improvement

Day 4: Achieving Results Through Effective Leadership

• Setting clear objectives aligned with organizational priorities

• Planning work activities and allocating responsibilities effectively

• Monitoring performance and maintaining accountability

• Prioritizing workloads and managing time efficiently

• Solving operational problems using structured decision-making techniques

• Preparing concise management reports and delivering persuasive recommendations

Course content

Course outline

Day 5: Developing Long-Term Leadership Capability

- Reflecting on leadership performance and identifying development priorities
- Applying balanced leadership approaches that address tasks, teams, and individuals
- Building confidence in decision-making and leadership judgment
- Developing a structured personal leadership development plan
- Creating practical workplace action plans to strengthen leadership effectiveness
- Final leadership simulation, course review, lessons learned, and continuous development planning

Seminar dates

Available seminar dates

Live dates and pricing for New Leaders Development generated from the course details page.

Date	Location	Format	Fee
12 - 16 October 2026	Barcelona - Spain	Classroom	**€3,080.-**
16 - 20 November 2026	London - U.K	Classroom	**€3,360.-**
14 - 18 December 2026	Amsterdam - Netherlands	Classroom	**€3,400.-**
4 - 8 January 2027	Amsterdam - Netherlands	Classroom	**€3,040.-**
1 - 5 February 2027	London - U.K	Classroom	**€3,360.-**
1 - 5 March 2027	Istanbul - Turkey	Classroom	**€2,240.-**
5 - 9 April 2027	Vienna - Austria	Classroom	**€3,600.-**
3 - 7 May 2027	Barcelona - Spain	Classroom	**€2,560.-**
7 - 11 June 2027	Paris - France	Classroom	**€3,600.-**
5 - 9 July 2027	Frankfurt - Germany	Classroom	**€2,720.-**
2 - 6 August 2027	Barcelona - Spain	Classroom	**€2,560.-**
6 - 10 September 2027	Amsterdam - Netherlands	Classroom	**€3,360.-**
4 - 8 October 2027	London - U.K	Classroom	**€3,360.-**
1 - 5 November 2027	Istanbul - Turkey	Classroom	**€2,800.-**
6 - 10 December 2027	Vienna - Austria	Classroom	**€3,920.-**

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