



Institute for Capacity Development (ICD)

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Advanced Leadership and Management

Course Objectives

On completion of the programme participants should be able to:

- Discover the core competencies required for exemplary leadership
- Examine the ethical aspects of leadership and values which drive lasting results
- Appraise and select supervision tools that "fast track" performance
- Comprehend and utilise the value of the performance management process
- Create and monitor personalized action plans for self, others and the team
- Explore ways to engage in productive rather than toxic debate, and to make conflict a powerful force for creative, well-rounded solutions to problems.

Target Groups

- Directors
- Human resources directors
- All middle managers
- Departmental heads
- Project managers
- Senior officers

Course Outline

- Management Principles and Practices
- Overview of Leadership Theories (Transformational, Transactional, Servant Leadership)
- Assessing Leadership Styles
- Adaptive Leadership in a Changing Environment
- Emotional Intelligence and Leadership
- Women as Leaders
- Changing Paradigms, New Demands and Enlightened Leadership.
- The Leadership Management Debate. Do I Lead or Manage?
- 360 Leadership; competence assessment, review and peer coaching
- Understanding Strategic Planning Processes
- Environmental Analysis (PESTLE, SWOT)
- Developing and Implementing Strategies

- Measuring Strategic Performance (KPIs and Balanced Scorecard)
- Understanding Group Dynamics and Team Performance
- Motivation Theories (Maslow, Herzberg, Vroom)
- Organizational Culture and Change Management
- Conflict Resolution and Negotiation Skills
- Decision Making and Problem Solving
- Analytical Techniques (Data Analysis, Predictive Analytics)
- Creative Problem Solving and Innovation
- Ethical Decision Making in Leadership
- Change Management
- Advanced Communication Skills for Leaders
- Persuasion and Influence Strategies
- Cross-Cultural Communication
- Stakeholder Engagement and Management
- Performance Management
- Innovation and Creativity in Leadership
- Digital Transformation and Leadership
- Leadership Development and Succession Planning
- Best Practices in Leadership Development Programs
- Mentoring and Coaching Future Leaders
- Succession Planning Strategies
- Evaluating Leadership Development Efforts
- Action Planning

Dates: 28th April – 09th May 2025

Duration: 2 Weeks

Course Costs: US\$3150/delegate

Venue: Kigali, Rwanda