

Training
Course

Leadership Through Training and Development

Course Plan

Introduction

In today's dynamic and competitive business environment, leadership effectiveness is strongly tied to the continuous growth and development of people. Training and development are no longer just HR functions but strategic tools that empower leaders to inspire, engage, and elevate their teams. This course explores how leaders can leverage training and development initiatives to build talent, foster innovation, and ensure long-term organizational success.

Course Objectives:

- ✓ Understand the relationship between leadership and employee development.
- ✓ Recognize the strategic role of training in organizational performance.
- ✓ Develop leadership skills through learning and coaching practices.
- ✓ Apply training and development frameworks to enhance team productivity.
- ✓ Promote a culture of continuous learning and growth within organizations.
- ✓ Design personalized development plans aligned with business goals.
- ✓ Assess training outcomes and measure leadership impact.

Who Should Attend?

- Current and aspiring leaders and managers.
- HR and Learning & Development professionals.
- Team Leaders Training
- Supervisors seeking to strengthen people management skills.
- Project managers and team leaders.
- Business owners and entrepreneurs aiming to develop strong teams.
- Anyone interested in connecting leadership growth with training practices.

Training Methods:

- ✓ Online Video material.
- ✓ Presentation.
- ✓ Live Interactive sessions.
- ✓ Course presenter will make extensive use of all tools that will be needed for the virtual environment.
- ✓ Questions & Answers

Course Outline:

Day One

- The evolving role of leadership in modern organizations.
- Fundamentals of training and development.
- Linking leadership effectiveness to employee growth.
- Leadership styles and their influence on learning culture.
- Coaching and mentoring as leadership tools.

Day Two

- Emotional intelligence in leadership development.
- Building trust and credibility through training.
- Competency-based leadership development.
- Designing impactful leadership training programs.
- Identifying and developing high-potential employees.

Day Three

- Learning needs assessment for leaders and teams.
- Adult learning principles and leadership training.
- On-the-job training and experiential learning.
- Using feedback and performance appraisals for growth.
- Digital learning and e-leadership development.

Day Four

- Succession planning and leadership pipelines.
- Leading diverse and multicultural teams through training.
- Leadership communication and influence skills.
- Conflict resolution and negotiation through development programs.
- Change leadership and transformation initiatives.

Day Five

- Measuring the ROI of leadership training.
- Creating a continuous learning organization.
- Case studies of successful leadership development programs.
- Future trends in leadership and learning.
- Developing a personal leadership growth action plan.

Training Details

Course Duration	5 Days
Pre-Schedule	18 – 22 Jan 2026
Venue	NH Collection Barcelona Constanza Hotel
Training Fees Per Person	KWD 1500 (One Thousand Five Hundred Only)
Course Fees Include	✓ Tuition documentation ✓ Curriculum and Training Handout ✓ Five star Lunch ✓ Completion Certificates