Leadership for Managers

Set direction, build trust, coach people and manage performance.

DURATION	FORMAT	LEVEL
15 hours	Onsite, online or hybrid	Intermediate

About this programme

For managers who want to lead their teams more effectively: leadership styles and presence, communication and feedback, motivation, delegation and coaching, performance management, strategic thinking and leading through change.

Who it is for: First-time and mid-level managers and team leads

What your team will be able to do

- Adapt your leadership style to people and situations
- Articulate a team vision aligned to organisational goals
- Give and receive feedback and handle difficult conversations
- Motivate, delegate, coach and manage performance
- Lead your team through change with sound decisions

Before you start

- Currently managing a team, or about to

Course outline

1. Leadership and management

- Leading people versus managing tasks
- Leadership styles and adaptability
- Developing a leadership vision
- Building leadership presence

2. Communication and trust

- Clear communication and active listening
- Giving and receiving feedback
- Conflict resolution and difficult conversations
- Building trust and psychological safety

3. Developing the team

- Motivating and engaging teams
- Delegation and decision rights
- Coaching and mentoring
- Performance management
- Team building and collaboration

4. Strategy, decisions and change

- Strategic thinking and planning
- Decision-making and problem-solving
- Leading teams through change

5. Leading yourself and others well

- Emotional intelligence
- Time and stress management
- Diversity, equity and inclusion
- Ethical leadership

Sample schedule

2 days onsite, or 4 half-day sessions online. We fit days and session lengths to your team's calendar.

Day 1	8 h	Leadership and management; Communication and trust; Developing the team
Day 2	7 h	Developing the team (continued); Strategy, decisions and change; Leading yourself and others well

Assessment and certification

How learning is checked

- A self-assessment before and after the programme
- Case work, role-plays and exercises with feedback from the trainer
- A personal action plan that each participant presents at the end

Certificate and exams

- Participants who complete the programme receive a Cognitive Networks AI certificate of completion.

Formats and cohort size

- Onsite: At your office or a venue you choose, in full days.
- Online, live: Instructor-led over video, usually in half-day sessions so people can keep up with work.
- Hybrid: Some days in a room together, the rest online. Useful when a team works across cities.

Cohort size: 15 to 30 people per trainer. Larger teams run as parallel cohorts on the same outline, so everyone learns the same thing.

Pricing: We quote per cohort, based on duration, format and number of cohorts. There is no per-seat price list: tell us your team and we send a proposal within one business day.

Bring this programme to your team

Request a proposal at cognitivenetworks.ai/contact?programme=leadership-for-managers

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