



course : High Performance Leadership for New Managers

City :	Paris	Hotel :	Le Meurice
Start Date :	2025-12-01	End Date :	2025-12-12
Period :	2 Weeks	Price :	8925 \$

HighPoint Training and Management Consultancy
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Course Overview

The High Performance Leadership for New Managers program is designed to equip participants with the principles, practical techniques, and skills needed to advance in their careers into leadership roles. This practical, skills-based training takes participants through the essential stages of leadership development and building a strong leadership presence.

This program helps participants to:

- Understand the competencies, techniques, and mindset that create effective leadership presence.
- Identify the key leadership skills and tools essential for emerging leaders.
- Develop confidence, skills, and personal power to enhance their leadership presence.

Course Objectives

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

- Understand leadership as a skill set and competency that can be developed.
- Recognize what their organization and others expect from them as leaders.
- Lead effectively through excellent communication.
- Analyze their preferred leadership style for greater effectiveness.
- Discover and further develop intrinsic leadership qualities.
- Improve problem-solving and decision-making abilities.
- Develop a positive and powerful leadership mindset.
- Apply influence, persuasion, and personal power to achieve better results.
- Practice positive, win-win assertiveness in leadership.

Target Audience

This program is designed to develop essential leadership skills, enabling participants to transition from good to excellent leaders. It is suitable for:

- New personnel being groomed for leadership roles.
- Managers aiming to enhance their leadership potential.

- Supervisors and shift managers.
- Senior staff seeking to sharpen their leadership capabilities.

Methodology

This highly interactive program uses a variety of learning approaches, including:

- In-room and online exercises and challenges.
- Role-plays and experiential group activities.
- Individual visioning exercises and group discussions.
- Sharing diverse work and life experiences in a safe and creative environment.
- Participants will have opportunities to experiment with innovative and challenging techniques while developing practical leadership skills.

Course Outline

Day 1 :Understanding Leadership Competencies

- Key principles for emerging leaders
- The nine essential leadership qualities and competencies
- Assessing personal profile, strengths, and development areas
- Leading with passion and integrity
- Building trust through openness
- Introduction to managing performance and leading others
- Understanding organizational and stakeholder expectations

Day 2 :Leading Through Excellent Communication

- Principles of effective communication: clear, concise, compelling
- Communication strategies and self-awareness
- Presenting with confidence and impact
- Advanced questioning and listening for effective coaching
- Understanding and resolving conflict
- Communicating with different personality types
- Empathy and emotional intelligence in leadership

Day 3 : Developing Proactive Leadership Strategies

- Building effective teams through role definition and team building
- Leading change and continuous improvement
- Creating a performance-focused culture
- Proven strategies for leadership success
- Effective coaching and performance appraisal
- Developing personal strengths and abilities

Day 4 :Leadership Through Problem Solving and Decision Making

- Defining problem solving, creative thinking, and critical thinking
- Eight steps to identify problems and develop solutions
- Types of decisions and making winning decisions
- Brainstorming and creative solution development
- Decision-making models and techniques

Day 5 : Developing Peak Performance Leadership

- Motivating people to achieve peak performance
- Building a positive and powerful leadership mindset
- Using influence, persuasion, and personal power effectively
- Practicing win-win assertiveness in leadership
- Managing time, priorities, and handling pressure and stress