LEADERSHIP DEVELOPMENT: BUILDING TRANSFORMATIONAL LEADERS FOR HIGH-PERFORMANCE ORGANIZATIONS

Introduction

The Leadership Development Programme by Trust Gate Corporate Skills is designed to build confident, ethical, and results-oriented leaders capable of inspiring teams, managing change, and driving sustainable organizational performance. This practical, competency based course strengthens leadership effectiveness in decision making, emotional intelligence, communication, team leadership, coaching, and strategic thinking. Participants gain hands-on tools and real world techniques that can be immediately applied in their workplace to enhance productivity, collaboration, and accountability.

Course Objectives

- Understand and apply effective leadership styles
- Demonstrate emotional intelligence and self-awareness
- Communicate clearly and influence stakeholders positively
- Build, motivate, and manage high-performing teams
- Make sound strategic and operational decisions
- Manage change and resolve conflicts constructively
- Coach, mentor, and develop staff potential
- Promote ethical conduct, accountability, and integrity
- Align team efforts with organizational goals and results

Course Modules

> Module 1: Module 1: Foundations of Leadership Excellence

- Leadership vs management
- Leadership styles and effectiveness
- Roles and responsibilities
- Personal leadership assessment

P.O Box 7254- 01000
www.trustgatecorporateskills.co.ke
Location Thika & Nairobi

> Module 2: Module 2: Emotional Intelligence & Self-Leadership
- Emotional intelligence principles
- Self-regulation and resilience
- Managing stress and pressure
- Empathy and social awareness

> Module 3: Module 3: Communication & Influence Skills
- Active listening
- Presentation and public speaking
- Negotiation and persuasion
- Giving and receiving feedback

> Module 4: Module 4: Team Building & Motivation
- Team dynamics
- Delegation and empowerment
- Motivational strategies
- Building trust and collaboration

> Module 5: Module 5: Decision-Making & Problem Solving
- Analytical thinking tools
- Risk-based decisions
- Creative problem-solving
- Avoiding cognitive bias

> Module 6: Module 6: Change & Conflict Management
- Leading change initiatives
- Managing resistance
- Conflict resolution strategies
- Mediation techniques

> Module 7: Module 7: Coaching, Mentoring & Talent Development
- Coaching conversations
- Performance feedback
- Staff development plans
- Succession planning

> Module 8: Module 8: Ethical & Values-Based Leadership
- Ethical decision-making

- Accountability systems
- Integrity and transparency
- Governance responsibilities

> Module 9: Module 9: Strategic Thinking & Performance Leadership

- Strategic planning tools
- Goal setting and KPIs
- Performance tracking
- Continuous improvement

> Module 10: Module 10: Personal Leadership Action Plan (Capstone)

- Reflection and goal setting
- Individual development plan
- Peer coaching
- Commitment presentation