

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Certificate in Leadership & Management Excellence

Code	City	hotel	Start	End	price	Language - Hours
LC-454SA	Riyadh	Hotel Meeting Room	2027-03-28	2027-04-08	19450 SR	En - 50

The Course

Corporations need to nurture dynamic leaders who can help their employees to be innovative, enterprising, focused and fully productive. This course presents an opportunity for leaders to learn the management skills and leadership styles to enable them to maximise their own impact and effectiveness in the workplace, as well as giving them the insights and skills necessary to utilise the abilities of those who report to them. By focusing on real-life organisational issues and the circumstances of individual delegates, it will equip current and future leaders to meet the new and many challenges which accelerating globalisation is presenting to all organisations.

This highly interactive seminar will allow you to examine yourself, and your strengths and weaknesses. You will develop your communication, interpersonal and decision-making skills to enhance your leadership abilities to bring about change, innovation and enterprise. Delegates will also gain valuable insights into and feedback on their preferred behavioural, management and leadership styles.

Delegates will develop leadership skills based on the latest scientific findings on how make effective and creative decisions. You will also learn how to apply flexible leadership skills in a practical way to help your team achieve its goals.

The course not only provides delegates with the opportunity to explore the latest thinking in management and leadership excellence, but also offers the opportunity for test and instructor-based assessment against key leadership competencies. As such, final certification requires delegates to complete all modules of the course for the Certificate in Leadership and Management Excellence to be awarded.

The Structure

Module 1 - Leadership, Innovation & Enterprise Skills

Module 2 - Decisions, Dynamics & Leadership Styles

The Goals

This seminar aims to enable delegates to achieve the following objectives:

- Develop appropriate management and leadership skills
- Share your thinking, communicate your vision, purpose & direction
- Inject passion to motivate people
- Encourage employees to think outside the box of conformity
- Cultivate and manage creativity
- Gain a greater awareness of yourself and your full leadership potential
- Refine your leadership styles for the benefit of your team and department
- Develop adaptability in dealing with different people
- Enhance decision making skills in employees
- Apply effective decision making skills in solving problems

The Process

The seminar will combine presentations, together with group and syndicate discussion, with interactive practical exercises, supported by video material and case studies. Delegates will be encouraged to participate actively in relating the strategies of effective leadership to the particular needs of their workplace. They will also be encouraged to develop practical strategies to implement their learning back in the workplace.

The Benefits

- Better understanding of the strategic context of the management role
- Deepen personal insights on how to cultivate creativity in the organization
- Enhance ability to motivate all employees and increase their productivity
- Learn the essentials of creative and inspiring leadership
- Build group cohesion and rapport
- Learn how to cultivate key leadership styles for different situations and circumstances
- Enhance personal growth and confidence in your leadership and management capabilities
- Better understanding of how to lead others towards effective decision making
- Manage relationships with others (superiors, peers and subordinates) with effective leadership style

The Results

- Management skills for unleashing the potential of everyone
- Leadership for a renewal of organisational culture
- Leaders with the spirit of enterprise
- Improved intra/inter departmental communication
- Productivity focused workforce
- Creative and innovative workforce
- Confident and inspiring leadership
- Enhance leadership through better understanding of leadership styles
- Cultivate a more productive work environment
- Professionals who have effective decision making skills

The Core Competencies

Participants will develop the following competencies:

- Improve management and leadership skills
- Develop more confidence in dealings with others

- Apply emotional intelligence to understand others better
- Utilize knowledge of behavioural styles to improve leadership
- Help employees develop effective change management strategies
- Be more knowledgeable about your leadership style & how to maximize its potential
- Apply flexibility in various leadership situations
- Learn how motivate and lead others better to improve their performance
- Utilize understanding of personality styles to enhance your leadership
- Apply leadership dynamics to understand others better
- Encourage effective decision making skills in a variety of management situations

The Programme Content

Module 1:Leadership, Innovation & Enterprise Skills

Successful Leadership Styles

- Inspirational leadership
- Power of Influence
- Understanding and developing others
- Proactive Leadership
- Delegation as a leadership style
- Motivational leadership

Driving Radical Innovation

- Lateral thinking
- Systemic innovation
- Leveraging the power of diversity
- Cultivating creativity
- Managing change creatively
- Implementing innovation

Entrepreneurial Leadership

- Optimizing your personal leadership strengths
- Becoming an environmental change agent
- Developing personal empowerment
- Using transformational vocabulary
- Maximizing essential communication principles
- Understanding the 3 major levels of communication

Accountable Communication

- What is accountability
- Improving personal credibility
- Leading with integrity
- Sharpen your communication skills
- Listening with the heart
- Inspiring and guiding the team

Developing Emotionally Intelligent Organizations

- Building bonds
- Cooperation & team building
- Forging emotionally intelligent teams
- Resolving conflicts using emotional intelligence
- Organizational awareness
- Leading emotionally intelligent organizations

Module 2:Decisions, Dynamics & Leadership Styles

Developing Emotionally Intelligent Organizations

- How Perception influences our leadership style
- Understanding our personality
- Personality and leadership style
- Improving our strengths & managing our weaknesses
- Maximizing our interpersonal relationship with others
- Removing emotional and mental blind spots

Developing Decision Making Skills

- Using your left brain & right brain to make decisions
- Split brain theory for developing effective problem solving skills
- Developing openness to new ideas in making decisions
- Promoting idea mobility in teams
- Understanding the creative solving process in individuals and teams
- IDEAL problem solving approach

Applying Effective Decision Making Skills in the Workplace

- Encouraging creative problem solving for continuous improvement
- Removing blocks to creative problem solving
- Convergent versus Divergent Thinking
- Divergent Thinking Skills for solving problems
- Using SCAMPER techniques to approach problem solving
- Applying SCAMPER techniques to make effective decisions

Overcoming Mental Blocks to Decision Making

- Challenging self-imposed assumptions
- Metaphorical thinking
- Increasing new ideas
- Getting people behind your ideas
- Evaluating new ideas
- Creative leadership

Effective Leadership to Develop Dynamic Problem Solving in the Team

- Ensuring alignment with corporate mission
- Encouraging self-initiated activity
- Endorsing Unofficial activity
- Enhancing Serendipity
- Importance of appreciating diverse stimuli
- Practicing within-company communication for problem solving
- Developing a personal action plan

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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