

Scandinavian Academy
Training Center

Mobile | 00966536473335 : Mobile | 00966112695229 : Phone : 00966552365295
Email | info.en@scandinavianacademy.co Web site:https://scandinavianacademy.co/en :
Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Leadership and Management Skills for the 21st Century

Code	City	hotel	Start	End	price	Language - Hours
LC-602SA	Al Baha	Hotel Meeting	2027-02-07	2027-02-18	19950 SR	En - 50

INTRODUCTION

This 10-day Leadership programme will provide a leading edge forum for you to significantly enhance your leadership skills. You will gain a comprehensive range of very practical and highly effective leadership tools and approaches that can be immediately implemented upon your return to work.

The sessions will focus on inspiring and empowering the leader to handle a wide range of situations. You will return home confident in your abilities to handle the toughest leadership challenges and lead your people to sustained high performance. The use of leading edge accelerated learning techniques ensures each conference session will be stimulating, challenging, highly effective and fun.

WHO SHOULD ATTEND?

- Specifically designed to enhance the leadership skills of any individual in business, government, education, social aid and the military
- Anyone who is asked to lead and manage an organisation, division, department or team will return to work prepared and skilled to tackle the toughest leadership assignments
- It will particularly benefit anyone responsible for
    - developing and implementing strategies
    - initiating and managing change
    - improving operational performance
    - creating and leading high performance teams and demonstrating empowering

leadership
- transitioning from managing to leading

PROGRAMME OBJECTIVES

- Achieve measurable improvement in Leadership Performance
- Develop a personal action plan to improve leadership effectiveness
- Develop the ability to think like a leader
- Recognising and breaking your old management paradigms
- Generating ownership and responsibility for change
- Measuring and observing performance of others
- Learning to empower others to perform at a higher level
- Leading difficult staff and colleagues through feedback processes
- Developing the ability to think on a strategic level
- Adapting your behavioral style to communicate with anyone in any culture
- Becoming a powerful speaker - in front of any group
- Exploring the tools for transformational change
- Gaining the respect of your people and your senior management team

PROGRAMME SUMMARY

The programme opens by exploring and reviewing the qualities and approaches of great leaders from the past. Using this initial analysis, the programme explores the power of vision to inspire enthusiasm and commitment. Participants then learn the same graphical planning tools that enabled the completion of the Apollo moon landing in eight short years when even the experts said it couldn’t be done.

We explore a range of tools to unleash Emotional Intelligence and achieve Corporate Transformation. Leadership participants are then provided with a comprehensive range of approaches to focus, inspire, motivate and enable their followers and staff to perform as outstanding individuals. After this, the training session focuses on empowering the individual participants with a range of very powerful personal leadership and facilitation tools. These tools are used by some of the leading people in present

leadership roles in the global markets. In studying what they do that has been a success in a variety of business situations, you can adapt these tools to your own situations.

PROGRAMME OUTLINE

DAY 1 - The Leader`s Personality Profile

- Essential people skills for Effective Leadership
- Intrapersonal and Interpersonal skills for the Innovative Leader
- Personality profiling
- Your preferred behavioral style
- Explore your behavioural tendencies
- Understanding the model for Innovative Leadership
- Removing emotional blindspots
- Appropriate self-disclosure

DAY 2 - Leading Others Effectively

- Understanding the Personality Profiles
- The Introverted Neutral and Analytical Perfectionist
- The Extraverted Relational and Decisive Exhorter
- People-Oriented Helper
- Task-oriented Implementer
- Optimizing the leader`s natural strengths
- Individual transformation for self-development
- Corporate transformation through innovative leadership

DAY 3 - Essential Competencies for the Innovative Leader

- Effective skills for understanding others
- Developing competencies for effective leadership
- Resilience for sacrificial leadership
- Intentionality for self-motivation

- Creativity for Innovative Leadership
- Interpersonal Connections for persuasive leadership
- Constructive Discontent
- Integrity and Compassion for Accountable Leadership

DAY 4 - Enhancing Creative Thinking Skills for the Innovative Leader

- Developing Illumination and Verification
- Divergent Thinking Skills openness to innovative ideas
- Creativity and Perception
- Removing blocks to creativity
- Understanding the creative process
- Preparation, Incubation, for Innovative Leadership
- Metaphors and analogies for innovative thinking

DAY 5 - Implementing Innovative Leadership for Managing Performance in the Workplace

- Applying teamwork for innovation in the workplace
- Creative Problem Solving techniques
- Cultivating a creative workplace
- Harnessing creativity in subordinates through aligned leadership
- Establishing criteria for implementing innovative ideas
- Advocacy skills to implement innovative ideas in the workplace
- Leadership for Performance Management

DAY 6 - Strategic Thinking and The Power of Visionary Leadership

- Management vs. Leadership
- Critical Leadership Competencies for 21st Century Managers
- Strategic vs. Operational Thinking
- Purpose, Mission and Vision
- The Power of Strategic Vision

- Painting a Picture of the Future - The Power of Graphical Vision
- Stabilising Vision
- Communicating Vision to the Vision Community

DAY 7 - Developing Leadership Power - Exploring Personal Purpose and Passion

- Developing the Leader’s Personal Life Map
- Exploring the journey to Life to Reclaim Personal Power
- Keys to Personal Leadership Enthusiasm
- Understanding the Dynamics of Balance as a key to Resilient Leadership
- The Power of Personal Goals and Vision
- The Leadership Zone of Empowerment
- Eliciting and Clarifying Personal Values
- Optimal Time Management - A Crucial Leadership Skill

DAY 8 - Combining Management Skills and Leadership Competencies

- The History of Management and Leadership
- Leadership and Management in the Industrial Age - Production and thus the Manager were King
- The Paradox of Leadership and Management in the Information Age - The Customer and thus the Staff are King
- Delivering Customer Value - The Management Focus
- Staff Contribution Contracts
- Staff Empowerment
- The Power of Systems
- Ensuring Staff Capability

DAY 9 - Motivating, Rewarding and Leading Teams

- Why Do People Behave as They Do?
- Powerful Keys to Motivation
- Understanding Passion

- Rapport Mastery
- Deep Needs & Fears
- The Dynamics of Balance
- Inspiring Enthusiasm
- Managing and Leading - Style Flexibility

DAY 10 - Leadership in Action - Maximising Interpersonal Communications

- The Power of Communication
- The Five Keys to Effective Leadership Communication
- Effective Meetings and Presentations - Every Time
- Managing Change and Resolving Workplace Conflicts
- How to Optimise the Leadership Environment
- Taking Command as a Leader
- How to Present Data and Information
- Removing the Blocks to Communicating with your Staff

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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المملكة العربية السعودية - الرياض - حي الخليج - شارع الشيخ عبد العزيز بن عبد الرحمن بن بشر - 13223 - مكتب رقم 5
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