

# Advanced Leadership Techniques for New Managers Course

2027 10 - 6  
Accra (Ghana)

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### **Day 3: Decision-Making and Problem-Solving Excellence**

- Structured frameworks for problem-solving and analysis.
- Assessing and mitigating risk in managerial decisions.
- Leveraging data and evidence for strategic decision-making.
- Managing ethical dilemmas and making principled leadership choices.
- Case Study: Solving complex organizational challenges through data-driven decisions.

### **Day 4: Change Management and Conflict Resolution**

- Leading change initiatives in dynamic environments.
- Understanding and overcoming resistance to change.
- Applying effective negotiation and mediation strategies.
- Building team resilience during periods of transformation.
- Simulation: Designing and presenting a change management plan.

### **Day 5: Performance Management and Innovation Leadership**

- Setting clear expectations and managing team performance.
- Coaching and mentoring for employee growth and retention.
- Encouraging innovation and continuous improvement within teams.
- Balancing short-term results with long-term strategic thinking.
- Workshop: Developing a performance improvement and innovation plan.

### **Individual Impact**

- Gain confidence in managing people, projects, and priorities effectively.
- Strengthen leadership presence, communication, and influence.
- Build advanced skills in strategic thinking and decision-making.
- Develop a personal leadership action plan for continued growth.

### **Organizational Impact**

- Build a pipeline of capable and confident new leaders.
- Improve team productivity, engagement, and accountability.
- Strengthen adaptability and innovation within departments.
- Foster a leadership culture that supports organizational growth and excellence.

### **Training Methodology**

This program combines experiential learning and practical application through:

- Real-world case studies and leadership simulations.
- Group discussions and peer learning sessions.
- Guided reflection and self-assessment exercises.

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A decorative graphic in the bottom right corner featuring a chessboard with several chess pieces (a king, a queen, and a pawn) in gold and silver, set against a background of concentric circles.

- Action-oriented workshops and coaching activities.

## Beyond the Course

Upon completion, participants will return equipped with a powerful leadership toolkit—ready to inspire teams, navigate change, and make strategic decisions that drive organizational success. They will possess the confidence and competence to thrive as modern leaders in an evolving business environment.

A graphic of a chessboard with several chess pieces (a king, a queen, and a pawn) on it, set against a background of concentric circles.

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