

The Essentials of Leadership

Course code: LM-005



SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

The human tragedy and economic devastation that recent world events have bestowed on mankind, forces all to profoundly reflect on how we rebuild the future. In facing this challenge, the role of leadership has never been more critical to regenerate, repair and restore human sustainability. Unpredictability, uncertainty and chaos have become the “new normal” in the leadership environment. The ‘New Normal’ has reinforced our thinking that leadership is not solely concerned with immediacy, growth and profitability, rather in these unprecedented times it requires a broader perspective – a Long Eye and a Short Eye This ‘holistic approach’ demands praxis, pragmatism and indeed ‘prophecy’ to embrace digital transformations, agility in action and innovatively inspiring. Whilst the traditional leadership qualities remain fundamental, dealing with crisis has emerged as an area for serious consideration for leadership to address. In the new normal “crisis does not build leadership characteristics, rather it reveals the qualities that underpin it”. Join like-minded committed professionals on this intensive Essentials of Leadership training course to discuss, debate and reframe the way you vision leadership and rejuvenate your practice.

Why Attend

This course uses instructor-led sessions, guided discussion, and practical exercises built around Day One: Agility – the Norm, Day Two: Leading Exceptional Performance, Day Three: Leadership that Inspires, and day four: leading an innovative culture.

Who Should Attend

Former attendees of the Management Essentials programme
Employees seeking to progress their career from current management roles
HR professionals whose role involving coaching and support of leadership teams
Senior leads charged with Change Management

— Learning Objectives

- Select and apply pragmatic techniques to, build potential, collective commitment, innovation and approve decision making
- Review, reframe and enhance leadership strengths; adopt and applying new skills and practices to manage, unforeseen crises
- Appreciate diversity and utilise focused solutions techniques
- Build trust and personal credibility through focused communication, persuasion and influencing skills
- Demonstrate holistic leadership –that is agile, responsive and resilient to the needs of the organisation, its people, the wider society and the global environment

— Course Outline

DAY 1

Day One: Agility – the Norm

- Leadership Principles, Perceptions and Praxis: essential themes
- Changing Paradigms, New Demands and Enlightened Leadership
- The New Normal; changing environments, expectations and challenges
- Leadership by “design”, building agile, responsive and decisive leadership
- The Leader Within; innate qualities personality performance, style and outputs
- The External Environment; leading and navigating in turbulent times

DAY 2

Day Two: Leading Exceptional Performance

- The Leadership Management Debate. Do I Lead or Manage?
- What Leadership style does my organisation require?
- 360 Leadership; competence assessment, review and peer coaching
- Leading the focused agile team.: mission, vision values and SMARTER measures
- Communicating Organisational and clarifying team purpose
- Charismatic leaders and Storytelling: acknowledging success and lessons learned

DAY 3

Day Three: Leadership that Inspires

- Trust- the essential ingredient in the new normal
- Motivational leadership: the Emotionally Intelligent leaders
- Engagement and well-being: Scope, Support, Connection, Voice
- Diagnostic tools for organisational and team development
- Whole brain thinking divergent and convergent thinking
- Decision Making and the power of diverse thinking
- Collective wisdom, constructive dissent and innovative outcomes

DAY 4

Day Four: Leading an Innovative Culture

- Leading change and transition issues ingenuity and innovation
- Solution focused methodology: Accentuating the positive and the possibilities
- Utilising soft system methodology for innovative insights into change
- Using Nature and multiple intelligences for creative outcomes
- Assessing culture and organisational creativity for agile responsiveness
- Entrepreneurial creativity. How creative am I?

DAY
5

Day Five: Leadership Priorities

- Global chaos: impact, learnings and responses
- Resilience, Well-being and Mindfulness: key people deliverables
- Planning for Crisis; beware the “black swans”
- Ethical leadership for sustainable organisations
- Reframing the Business Model Canvas to create value and sustainability
- Action planning for future improvement

— Upcoming Classroom Dates

DATE	LOCATION	FEE
19 - 23 October 2026	London - United Kingdom	€2,100
2 - 6 November 2026	Munich - Germany	€1,725
21 - 25 December 2026	Amsterdam - Netherlands	€2,125
18 - 22 January 2027	Barcelona - Spain	€1,925
15 - 19 February 2027	Frankfurt - Germany	€1,625
15 - 19 March 2027	Rome - Italy	€2,125
19 - 23 April 2027	Kuala Lumpur - Malaysia	€1,400
17 - 21 May 2027	Barcelona - Spain	€1,925

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.