

The Leadership Transition

Course code: LM-007



SPARK TRAINING

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

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— Workshop Overview

This The Leadership Transition training course is designed and delivered specifically to develop delegates that have been identified as having management and leadership potential, as well as those that are transitioning into a higher leadership roles. It provides practising and potential leaders with an in-depth understanding of the skills, qualities and best practices required to become an effective leaders. This The Leadership Transition training course focuses on the role and behaviours of leaders within organisations, developing their leadership skills and personal influence. After attending this training course, delegates will be more confident and empowered in their role as a leader. This will also give those transitioning into a leadership role a clear framework for developing their skills as leaders and fulfilling their leadership potential.

Why Attend

This course uses instructor-led sessions, guided discussion, and practical exercises built around Day One: Developing You as a Leader, Day Two: Leading Others, Day Three: Effective Working Relationships, and day four: developing personal presentation and communication skills.

Who Should Attend

Newly promoted leaders that have recently transitioned into a leadership role
Individuals identified as “High Potential”
Existing managers and leaders aiming to transition into a more strategic leadership role.

— Learning Objectives

- Identify and clarify the behaviours and competencies required to take the next step in a leadership role.
- Demonstrate the skills required to lead—particularly those related to leading people.
- Understand the importance of developing effective working relationships as a leader.
- Develop personal presentation skills, communication skills, networking, and relationship-building with stakeholders.
- Leverage adaptability and resilience to lead in volatile and complex environments.
- Demonstrate greater self-confidence in their ability to lead self, others, and the organization.

— Course Outline

DAY 1

Day One: Developing You as a Leader

- Leadership in the digital age: adapting to rapid changes and uncertainties.
- Leadership identity and transitioning from peer to leader.
- The evolving traits and behaviors of effective leaders in dynamic environments.
- Leveraging emotional intelligence to establish authority with authenticity.
- Systems thinking: understanding interconnectedness in the organizational ecosystem.
- Leading with agility: responding to complexity and unpredictability.

DAY 2

Day Two: Leading Others

- Motivation through shared purpose and value-driven goals.
- Setting SMARTER objectives (adding "Evaluate" and "Reassess").
- Fostering a culture of creativity and innovation in teams.
- Adaptive delegation: matching tasks with team strengths in a VUCA world.
- Decision-making frameworks for leaders, including collaborative and data-driven approaches.
- Strategies for creating psychological safety in teams to enhance trust and collaboration.

DAY 3

Day Three: Effective Working Relationships

- Navigating hybrid and virtual team dynamics with empathy and clarity.
- Relational intelligence to connect with diverse stakeholders.
- Strategies for influencing without authority
- Feedback mastery: giving and receiving impactful feedback in real time.
- Building and sustaining trust as the foundation for high-performing teams.
- Understanding behavioural triggers and their impact on workplace relationships.

DAY 4

Day Four: Developing Personal Presentation and Communication Skills

- Mastering virtual and in-person presentation dynamics for engagement.
- Storytelling for impact: weaving narratives that inspire and motivate action.
- Enhancing communication with AI-assisted tools.
- Managing tough conversations with tact and empathy.
- Listening as a leadership superpower: developing reflective listening skills.
- Structuring feedback conversations.

DAY
5

Day Five: Building Confidence as a Leader

- Cultivating a growth mindset to embrace challenges and adapt to change.
- Techniques for managing stress and preventing burnout in leadership roles.
- Building resilience through reflection, reframing, and self-compassion.
- Designing a personal leadership development plan.
- Creating a support system: networking for mutual growth and accountability.
- Case studies and simulations.

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	Rome - Italy	€2,125
16 - 20 November 2026	Kuala Lumpur - Malaysia	€1,400
7 - 11 December 2026	Barcelona - Spain	€1,925
11 - 15 January 2027	Cape Town - South Africa	€1,420
8 - 12 February 2027	Frankfurt - Germany	€1,625
8 - 12 March 2027	Barcelona - Spain	€1,925
12 - 16 April 2027	London - United Kingdom	€2,100
10 - 14 May 2027	Rome - Italy	€2,125

— 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.