

Leadership & Management Development



3.5 Developing Core Leadership Skills

The programmes within this Management and Leadership pillar are not “off-the-shelf” courses. They are designed as a menu of development options that can be combined, adapted and shaped to reflect what is really happening in the day-to-day reality of managing people and performance. What is often framed as a need to “upskill managers” typically reveals a deeper challenge – clarity of role, consistency of behaviour, confidence in decision-making or the ability to lead through uncertainty.

These outlines are therefore best read as catalysts for discussion – prompts to help you reflect on how management is currently experienced across your organisation and what kind of development will genuinely change how people lead, support and hold others to account. In practice, the most effective solutions often draw on complementary elements from across our other pillars – Communication, Personal Development, Business Development and Senior-Level Leadership and Talent Development. Every intervention we deliver is built in partnership with you, around your culture, your people and the outcomes you need to achieve.

Course Overview

Effective leadership supports delivery, engagement and continuous improvement. This practical one-day programme strengthens core leadership skills including communication, trust-building, motivation and decision-making.

Participants will explore leadership styles, develop emotional intelligence and learn practical approaches to support team performance and wellbeing. They will leave with increased confidence and clarity in their role as a leader.

Who Should Attend

For current and aspiring leaders who want to:

- Strengthen their foundational leadership capability
- Support team performance more effectively
- Communicate clearly and motivate others
- Build strong relationships and shared accountability

Suitable across business functions and experience levels.

Context

Transitioning from individual contribution to leadership involves a shift in mindset. Leaders must understand how their behaviour shapes trust, motivation and performance. Without strong foundational skills, expectations can overwhelm and credibility can be weakened early on.

At Expleo we help individuals build confidence in their leadership identity. This programme strengthens communication, decision making and relationship building, enabling leaders to support others effectively and grow into their responsibilities with clarity and purpose.

How Certification is Earned

Upon successful completion of this course, participants will be awarded a certificate of attendance from Expleo Academy.

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Course Objectives

By the end of the programme participants will be able to:

- Describe key principles and behaviours of effective leadership
- Adapt communication style to improve clarity and influence
- Strengthen emotional intelligence and trusted relationships
- Motivate others and encourage shared purpose
- Support a positive and collaborative team culture
- Apply structured decision-making in everyday leadership

Course Outline

1. Core Leadership Principles

- Responsibilities and expectations of leaders
- Characteristics and styles of effective leadership

2. Leadership Communication

- Techniques for clear and confident communication
- Active listening and constructive dialogue

3. Emotional Intelligence at Work

- Awareness of behaviour and impact
- Building trust and rapport across the team

4. Motivating and Inspiring Others

- Encouraging contribution and capability
- Clarifying purpose and aligning goals

5. Positive Work Environment

- Cultivating teamwork, collaboration and respect
- Addressing points of tension constructively

6. Effective Decision-Making

- Managing challenges with clarity
- Maintaining progress and accountability

Training Methodology

Highly interactive learning including:

- Group discussion and shared experience
- Scenario-based skills practice
- Facilitator insights and live coaching
- Personal reflection and action planning

Participants leave with practical leadership tools they can apply immediately in their role.

Contact

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