

COURSE OVERVIEW HM0119 Industrial Leadership Development Program

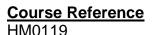
Course Title

Industrial Leadership Development Program

Course Date/Venue

Session 1: February 23-27, 2025/Boardroom 1, Elite Byblos Hotel Al Barsha, Sheikh Zayed Road, Dubai, UAE

Session 2: November 23-27, 2025/Boardroom 1, Elite Byblos Hotel Al Barsha, Sheikh Zayed Road, Dubai, UAE



Course Duration/Credits

Five days/3.0 CEUs/30 PDHs



Course Description



This practical and highly-interactive course includes real-life case studies and exercises where participants will be engaged in a series of interactive small groups and class workshops.

This course is designed to provide participants with a

detailed and up-to-date overview of Industrial Leadership Development Program. It covers the importance of leadership in industry and leadership industrial environments; styles for assessing leadership style, identifying strengths and areas for improvement and building self-awareness through the emotional intelligence feedback: (EQ) leadership, effective communication skills and setting vision and strategic goals; building credibility and trust as a leader, demonstrating commitment and accountability and creating a culture of integrity and respect; the different team roles, leveraging strengths; and managing weaknesses and leadership style to support team growth.





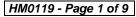
Further, the course will also discuss the motivation and engagement strategies, conflict resolution, negotiation, delegation and empowerment; diversity and inclusion in the workplace and creating accountability and ownership; the decision-making frameworks and techniques, analytical and critical thinking skills and problem-solving methodologies; managing risks and uncertainty and creativity and innovation in problem solving; and learning from mistakes and failures.





















During this interactive course, participants will learn the strategic mindset, organizational change and transformation; leading change and overcoming resistance; the innovation and continuous improvement, risk management in strategic planning and scenario planning and forecasting; the self-development and continuous learning including time management and productivity; developing a coaching and mentoring mindset and building resilience and stress management; and the ethical leadership and decision-making as well as creating a leadership development plan.

Course Objectives

Upon the successful completion of this course, each participant will be able to:-

- Apply and gain an in-depth knowledge on industrial leadership development program
- Define the importance of leadership in industry and adapt leadership styles for industrial environments
- Assess leadership style, identify strengths and areas for improvement and build selfawareness through feedback
- Discuss emotional intelligence (EQ) in leadership, apply effective communication skills and set vision and strategic goals
- Build credibility and trust as a leader, demonstrate commitment and accountability and create a culture of integrity and respect
- Identify different team roles, leverage strengths, manage weaknesses and adapt leadership style to support team growth
- Carryout motivation and engagement strategies, conflict resolution, negotiation, delegation and empowerment
- Recognize diversity and inclusion in the workplace and create accountability and ownership
- Apply decision-making frameworks and techniques, analytical and critical thinking skills and problem-solving methodologies
- Manage risks and uncertainty, apply creativity and innovation in problem solving and learn from mistakes and failures
- Develop a strategic mindset, apply organizational change and transformation, lead change and overcome resistance
- Implement innovation and continuous improvement, risk management in strategic planning and scenario planning and forecasting
- Carryout self-development and continuous learning including time management and productivity
- Develop a coaching and mentoring mindset, build resilience and stress management
- Carryout ethical leadership and decision-making as well as create a leadership development plan

Exclusive Smart Training Kit - H-STK



Participants of this course will receive the exclusive "Haward Smart Training Kit" (**H-STK**®). The **H-STK**® consists of a comprehensive set of technical content which includes **electronic version** of the course materials conveniently saved in a **Tablet PC**.









Who Should Attend

This course provides an overview of all significant aspects and considerations of industrial leadership development program for project managers, operations and plant managers, supervisors and team leaders, HR and learning and development professionals and aspiring leaders.

Course Certificate(s)

Internationally recognized certificates will be issued to all participants of the course who completed a minimum of 80% of the total tuition hours

Certificate Accreditations

Certificates are accredited by the following international accreditation organizations: -

ACCREDITED
PROVIDER

The International Accreditors for Continuing Education and Training (IACET - USA)

Haward Technology is an Authorized Training Provider by the International Accreditors for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this authority, Haward Technology has demonstrated that it complies with the **ANSI/IACET 2018-1 Standard** which is widely recognized as the standard of good practice internationally. As a result of our Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for its programs that qualify under the **ANSI/IACET 2018-1 Standard**.

Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking **Continuing Education Units** (CEUs) in accordance with the rules & regulations of the International Accreditors for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology Middle East will award **3.0 CEUs** (Continuing Education Units) or **30 PDHs** (Professional Development Hours) for participants who completed the total tuition hours of this program. One CEU is equivalent to ten Professional Development Hours (PDHs) or ten contact hours of the participation in and completion of Haward Technology programs. A permanent record of a participant's involvement and awarding of CEU will be maintained by Haward Technology. Haward Technology will provide a copy of the participant's CEU and PDH Transcript of Records upon request.



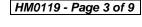
British Accreditation Council (BAC)

Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. BAC is the British accrediting body responsible for setting standards within independent further and higher education sector in the UK and overseas. As a BAC-accredited international centre, Haward Technology meets all of the international higher education criteria and standards set by BAC.











Course Instructor(s)

This course will be conducted by the following instructor(s). However, we have the right to change the course instructor(s) prior to the course date and inform participants accordingly:



Dr. Chris Le Roux, PhD, MSc, BSc, PMI-PMP is a Senior Human Resource & Management Consultant with over 45 years of teaching, training and industrial experience. His expertise lies extensively in the areas of People Management Essentials, Strategic Recruitment, Interviewing & Selection, Human Capital Asset Management, Human Resource Development, Human Resource Management, Career Development & Succession Planning Strategies, HR Management

System, Human Relation Skills & EQ Intelligence, Project Management, Project & Governance Framework, Project Management Systems, Management Practices, Project Management Disciplines, Project Risk Management Contract Management & Tendering, Tender Development, Contract Standards & Laws, Bidder Selection & Tender Evaluation, Dispute Resolution, and Risk Identification. Further, he is also well-versed in Integrated Security Systems, Incident Threat Characterization & Analysis, Physical Security Systems, Security Crisis, Security Emergency Plan, Command & Control System, Presentation Skills, Problem Solving & Decision Making, Preventive Actions, Situation Analysis, Crisis Management, Decision Making, Strategic Human Resources Management, Change Management, Organizational Development, Career Management, Situation & Behaviour Analysis, Interpersonal Motivation, Leadership Orientation, Coaching Skills, Negotiation Skills, Strategic Planning, Time Management, Risk Analysis & Risk **Financial** Management. **Stress** Management. Inventory Management and Administration. He was the Psychologist & Project Manager wherein he was responsible in the project management and private psychology practices.

During his career life, Dr. Le Roux has gained his academic and field experience through his various significant positions and dedication as the Director, Medico Legal Assessor Psychologist, Training & Development General Manager, Project Manager, Account Manager, Commercial Sales Manager, Manager, Sales Engineer, Project Specialist, Practitioner, Senior HR Consultant, Senior Lecturer, Consultant/Trainer, Business Consultant, Assistant Chief Education Specialist, ASI Coordinator, Part-time Lecturer/Trainer, PMP & Scrum Trainer, Assessor & Moderator, Team Leader, Departmental Head, Technical Instructor/Qualifying Technician, Apprentice Electrician: Signals and Part-Time Electrician from various companies and universities such as the South African Railway (SAR), Department of Education & Culture, **ESKOM**, Logistic Technologies (Pty. Ltd), Human Development: Consulting Psychologies (HDCP) & IFS, Mincon, Eagle Support Africa, Sprout Consulting, UKZN, Grey Campus, Classis Seminars, CBM Training, just to name a few.

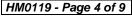
Dr. Le Roux has a PhD in Commerce Major in Leadership in Performance & Change, a Master's degree in Human Resource Management, a Bachelor's degree (with Honours) in Industrial Psychology, a National Higher Diploma and a National Technical Diploma in Electrical & Mechanical Engineering. Further, he is a Certified Project Management Professional (PMI-PMP), a Certified Scrum Master Trainer by the VMEdu, a Certified Instructor/Trainer and a Certified Internal Verifier/Assessor/Trainer by the Institute of Leadership & Management (ILM). Moreover, he is a Registered Industrial Psychologist by the Health Professions Council of South Africa (HPCSA), a Registered Educator by the South African Council for Educators (SACE) and a Registered Facilitator, Assessor & Moderator with Education, Training and Development Practices (ETDP) SETA. He has further delivered numerous trainings, courses, seminars, conferences and workshops globally.















Training Methodology

All our Courses are including **Hands-on Practical Sessions** using equipment, State-of-the-Art Simulators, Drawings, Case Studies, Videos and Exercises. The courses include the following training methodologies as a percentage of the total tuition hours:-

30% Lectures

20% Practical Workshops & Work Presentations

30% Hands-on Practical Exercises & Case Studies

20% Simulators (Hardware & Software) & Videos

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.

Course Fee

US\$ 5,500 per Delegate + **VAT**. This rate includes H-STK[®] (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Accommodation

Accommodation is not included in the course fees. However, any accommodation required can be arranged at the time of booking.

Course Program

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the workshop for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

Day 1

0730 - 0800	Registration & Coffee
0800 - 0815	Welcome & Introduction
0815 - 0830	PRE-TEST
0830 - 0930	Understanding Industrial Leadership Definition and Importance of Leadership in Industry • Key Differences Between Management and Leadership • Core Competencies for Industrial Leaders • Adapting Leadership Styles for Industrial Environments
0930 - 0945	Break
0945 – 1030	Self-Awareness & Personal Leadership Style Assessing Your Leadership Style • Identifying Strengths and Areas for Improvement • Understanding the Impact of Personality on Leadership • Building Self-Awareness through Feedback
1030 – 1130	Emotional Intelligence (EQ) in Leadership Key Components of Emotional Intelligence • Building Empathy and Understanding Team Dynamics • Managing Emotions under Stress and Pressure • Improving Decision-Making through Emotional Intelligence
1130 – 1215	Effective Communication Skills Components of Clear and Effective Communication • Listening Actively and Empathetically • Non-Verbal Communication in an Industrial Context • Adjusting Communication for Diverse Teams
1215 – 1230	Break







1230 - 1330	Setting Vision & Strategic Goals
	Developing a Clear Vision for Your Team • Aligning Team Goals with
	Organizational Strategy • Setting Realistic and Measurable Goals •
	Communicating Vision and Goals to Inspire Commitment
1330 – 1420	Leading by Example
	Building Credibility and Trust as a Leader • Demonstrating Commitment and
	Accountability • Role Modeling the Behavior Expected from the Team •
	Creating a Culture of Integrity and Respect
1420 – 1430	Recap
	Using this Course Overview, the Instructor(s) will Brief Participants about the
	Topics that were Discussed Today and Advise Them of the Topics to be
	Discussed Tomorrow
1430	Lunch & End of Day One

Day 2

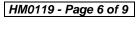
Day Z	
0730 – 0830	Team Dynamics & Roles
	Understanding Different Team Roles • Leveraging Strengths and Managing
	Weaknesses • Stages of Team Development (Forming, Storming, Norming,
	Performing) • Adapting Leadership Style to Support Team Growth
	Motivation & Engagement Strategies
0020 0020	Understanding Motivators in Industrial Settings • Techniques to Boost Team
0830 - 0930	Morale and Motivation • Recognizing and Rewarding Achievements •
	Handling Disengagement and Re-Engaging Employees
0930 - 0945	Break
	Conflict Resolution & Negotiation
0045 4400	Identifying Sources of Conflict in the Workplace • Conflict Resolution
0945 – 1100	Techniques (Mediation, Negotiation) • Turning Conflicts into Productive
	Discussions • Maintaining a Positive Work Environment Post-Conflict
	Delegation & Empowerment
1100 1215	Importance of Delegation for Team Development • Identifying Tasks Suitable
1100 – 1215	for Delegation • Building Trust by Empowering Team Members • Monitoring
	Progress Without Micromanaging
1215 - 1230	Break
	Diversity & Inclusion in the Workplace
1220 1220	Benefits of a Diverse Workforce • Promoting Inclusivity in Leadership Practices
1230 – 1330	• Overcoming Biases and Stereotypes • Building a Culture of Respect and
	Collaboration
	Creating Accountability & Ownership
1220 1420	Setting Clear Expectations and Responsibilities • Holding Team Members
1330 – 1420	Accountable for Results • Encouraging Ownership of Tasks and Projects •
	Building a Culture of Accountability
1420 - 1430	Recap
	Using this Course Overview, the Instructor(s) will Brief Participants about the
	Topics that were Discussed Today and Advise Them of the Topics to be
	Discussed Tomorrow
1430	Lunch & End of Day Two















Day 3

Day 3	
0730 - 0830	Decision-Making Frameworks & Techniques
	Overview of Decision-Making Models (e.g., SWOT, PESTLE) • Structured
	Versus Unstructured Decision-Making • Applying the Appropriate
	Framework in Different Situations • Avoiding Analysis Paralysis
	Analytical & Critical Thinking Skills
0830 - 0930	Techniques to Enhance Analytical Thinking • Gathering and Analyzing
0030 - 0330	Relevant Data • Recognizing and Challenging Assumptions • Using Logic to
	Reach Sound Conclusions
0930 - 0945	Break
	Problem-Solving Methodologies
0945 – 1100	Steps in a Structured Problem-Solving Process • Identifying Root Causes
0943 - 1100	Using Tools (5 Whys, Fishbone Diagram) • Generating and Evaluating
	Potential Solutions • Implementing and Monitoring Solutions Effectively
	Managing Risks & Uncertainty
1100 – 1215	Identifying and Assessing Risks in Decision-Making • Developing
1100 - 1213	Contingency Plans • Making Decisions under Uncertainty • Balancing Risk
	with Innovation and Growth
1215 - 1230	Break
	Creativity & Innovation in Problem Solving
1230 - 1330	Encouraging Creative Thinking within the Team • Techniques for
1230 - 1330	Brainstorming and Idea Generation • Overcoming Barriers to Innovation •
	Implementing Innovative Solutions Effectively
	Learning from Mistakes & Failures
1330 - 1420	Analyzing Failures Constructively • Creating a Safe Environment for
1550 - 1420	Learning from Mistakes • Encouraging Resilience and Adaptability • Sharing
	Lessons Learned with the Team
1420 – 1430	Recap
	Using this Course Overview, the Instructor(s) will Brief Participants about the
	Topics that were Discussed Today and Advise Them of the Topics to be
	Discussed Tomorrow
1430	Lunch & End of Day Three

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Day 4	
0730 – 0830	Developing a Strategic Mindset
	Importance of Strategic Thinking for Leaders • Long-Term Versus Short-Term
	Planning • Aligning Team Activities with Organizational Strategy •
	Continuous Improvement as a Strategic Approach
	Organizational Change & Transformation
0020 0020	Types of Change in Industrial Settings • Common Challenges in Implementing
0830 – 0930	Change • Recognizing the Need for Change • Developing Change Management
	Skills
0930 - 0945	Break
	Leading Change & Overcoming Resistance
0045 1100	Engaging Team Members in the Change Process • Addressing Fears and
0945 – 1100	Resistance to Change • Communicating the Benefits and Impacts of Change •
	Motivating the Team to Embrace Transformation
1100 – 1215	Innovation & Continuous Improvement
	Building a Culture of Innovation • Identifying Areas for Improvement • Using
	Continuous Improvement Methodologies (e.g., Lean, Six Sigma) • Setting Up
	Feedback Loops for Sustained Improvement
1215 - 1230	Break

















1230 – 1330	Risk Management in Strategic Planning Identifying Potential Risks in Strategic Initiatives • Developing Mitigation Strategies • Monitoring Risk Impact on Strategic Goals • Adjusting Strategies to Manage Emerging Risks
1330 – 1420	Scenario Planning & Forecasting Techniques for Scenario Planning • Anticipating Future Challenges and Opportunities • Adapting Strategies to Different Scenarios • Building Flexibility into Strategic Plans
1420 – 1430	Recap Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow
1430	Lunch & End of Day Four

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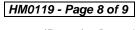
Day 5	
0730 - 0830	Self-Development & Continuous Learning
	Importance of Ongoing Personal Development • Setting Personal Growth
	Goals • Leveraging Feedback for Improvement • Staying Updated with
	Industry Trends and Best Practices
	Time Management & Productivity
0830 - 0930	Prioritizing Tasks Effectively • Setting Realistic and Achievable Goals •
0030 - 0330	Techniques for Overcoming Procrastination • Managing Energy for Peak
	Productivity
0930 - 0945	Break
	Developing a Coaching & Mentoring Mindset
0945 - 1100	Difference Between Coaching and Mentoring • Benefits of Coaching for Team
0545 - 1100	Development • Techniques for Effective Coaching Conversations • Establishing
	a Mentorship Culture
	Building Resilience & Stress Management
1100 - 1215	Recognizing Stressors in Industrial Settings • Techniques for Managing Stress
1100 - 1213	and Maintaining Balance • Building Mental and Emotional Resilience •
	Supporting Team Members in Stress Management
1215 – 1230	Break
	Ethical Leadership & Decision-Making
1230 - 1300	Importance of Ethics in Leadership • Making Decisions Aligned with Ethical
1230 - 1300	Standards • Addressing Ethical Dilemmas and Conflicts • Promoting Ethical
	Practices in the Workplace
1300 - 1345	Creating a Leadership Development Plan
	Setting Long-Term Leadership Development Goals • Identifying Areas for
1500 - 1545	improvement and Resources • Developing an Action Plan for Leadership
	Growth • Tracking progress and Adjusting the Plan as Needed
1345 – 1400	Course Conclusion
	Using this Course Overview, the Instructor(s) will Brief Participants about the
	Course Topics that were Covered During the Course
1400 - 1415	POST-TEST
1415 – 1430	Presentation of Course Certificates
1430	Lunch & End of Course















Practical Sessions

This practical and highly-interactive course includes real-life case studies and exercises:-



Course Coordinator

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