Haward Technology Middle East

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

3.0 CEUs (30 PDHs) AWARD

H-STK© INCLUDED

Course Reference
HM0119

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 styles for industrial environments; assessing leadership style, identifying strengths and areas for improvement and building self-awareness through feedback; the emotional intelligence (EQ) in 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; the 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 self-awareness 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: -

- 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 Delivery & Governance Framework**, **Project Management Systems**, **Project 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 Management**, **Stress Management**, **Inventory Management** and **Financial 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**, **Psychology Practitioner**, **Senior HR Consultant**, **Senior Lecturer**, **Senior 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

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*
0830 – 0930	**Motivation & Engagement Strategies** *Understanding Motivators in Industrial Settings • Techniques to Boost Team Morale and Motivation • Recognizing and Rewarding Achievements • Handling Disengagement and Re-Engaging Employees*
0930 – 0945	*Break*
0945 – 1100	**Conflict Resolution & Negotiation** *Identifying Sources of Conflict in the Workplace • Conflict Resolution Techniques (Mediation, Negotiation) • Turning Conflicts into Productive Discussions • Maintaining a Positive Work Environment Post-Conflict*
1100 – 1215	**Delegation & Empowerment** *Importance of Delegation for Team Development • Identifying Tasks Suitable for Delegation • Building Trust by Empowering Team Members • Monitoring Progress Without Micromanaging*
1215 – 1230	*Break*
1230 – 1330	**Diversity & Inclusion in the Workplace** *Benefits of a Diverse Workforce • Promoting Inclusivity in Leadership Practices • Overcoming Biases and Stereotypes • Building a Culture of Respect and Collaboration*
1330 – 1420	**Creating Accountability & Ownership** *Setting Clear Expectations and Responsibilities • Holding Team Members 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

Time	Topic
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*
0830 – 0930	**Analytical & Critical Thinking Skills** *Techniques to Enhance Analytical Thinking • Gathering and Analyzing Relevant Data • Recognizing and Challenging Assumptions • Using Logic to Reach Sound Conclusions*
0930 – 0945	*Break*
0945 – 1100	**Problem-Solving Methodologies** *Steps in a Structured Problem-Solving Process • Identifying Root Causes Using Tools (5 Whys, Fishbone Diagram) • Generating and Evaluating Potential Solutions • Implementing and Monitoring Solutions Effectively*
1100 – 1215	**Managing Risks & Uncertainty** *Identifying and Assessing Risks in Decision-Making • Developing Contingency Plans • Making Decisions under Uncertainty • Balancing Risk with Innovation and Growth*
1215 – 1230	*Break*
1230 – 1330	**Creativity & Innovation in Problem Solving** *Encouraging Creative Thinking within the Team • Techniques for Brainstorming and Idea Generation • Overcoming Barriers to Innovation • Implementing Innovative Solutions Effectively*
1330 – 1420	**Learning from Mistakes & Failures** *Analyzing Failures Constructively • Creating a Safe Environment for 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*

Day 4

Time	Topic
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*
0830 – 0930	**Organizational Change & Transformation** *Types of Change in Industrial Settings • Common Challenges in Implementing Change • Recognizing the Need for Change • Developing Change Management Skills*
0930 – 0945	*Break*
0945 – 1100	**Leading Change & Overcoming Resistance** *Engaging Team Members in the Change Process • Addressing Fears and 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*

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*
0830 – 0930	**Time Management & Productivity** *Prioritizing Tasks Effectively • Setting Realistic and Achievable Goals • Techniques for Overcoming Procrastination • Managing Energy for Peak Productivity*
0930 – 0945	*Break*
0945 – 1100	**Developing a Coaching & Mentoring Mindset** *Difference Between Coaching and Mentoring • Benefits of Coaching for Team Development • Techniques for Effective Coaching Conversations • Establishing a Mentorship Culture*
1100 – 1215	**Building Resilience & Stress Management** *Recognizing Stressors in Industrial Settings • Techniques for Managing Stress and Maintaining Balance • Building Mental and Emotional Resilience • Supporting Team Members in Stress Management*
1215 – 1230	*Break*
1230 – 1300	**Ethical Leadership & Decision-Making** *Importance of Ethics in Leadership • Making Decisions Aligned with Ethical 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 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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