

COURSE OVERVIEW SS0393 **Best Leadership Practices**

Course Title

Best Leadership Practices

Course Reference

SS0393

Course Duration/Credits

Five days/3.0 CEUs/30 PDHs

Course Date/Venue

Session(s)	Date	Venue
1	August 04-08, 2025	Hampstead Meeting Room, London Marriott Hotel Regents Park, London, UK
2	October 13-17, 2025	Boardroom, NH Hotel Plaza de Armas, Seville, Spain
3	December 01-05, 2025	Blue Sea Meeting Room, 4th floor, Blue Sea Hotel, Alimos Marina, Athens, Greece

Course Description



80% of this course is practical sessions where participants will be engaged in a series of interactive small groups, class workshops and role-plays.



This course is designed to provide participants with a detailed and up-to-date overview of Best Leadership Practices. It covers the characteristics of effective leadership; the different leadership styles, transformation and their impact on organizational culture; the role of leadership and the importance of ethical leadership; the strategic planning process and organizational goals with strategic priorities; developing effective strategies and identifying and managing risks associated with strategic decisions; the high-performing teams and creating a story and collaborative and inclusive team culture; the effective communication and conflict resolution skills; and providing feedback and coaching to team members.



During this interactive course, participants will learn the emotional intelligence and developing self-awareness and self-regulation skills; building social awareness and relationship management skills; the change management strategies, leading change initiatives effectively and managing resistance to change; the diverse and inclusive team, inclusive organizational culture and unconscious bias; the effective coaching and mentoring skills; providing feedback and support to employees; creating a coaching and mentoring culture; the performance goals and expectations; providing ongoing feedback and coaching; conducting performance evaluations and managing underperforming employees; the importance of leadership development and leadership development needs; and measuring the impact of leadership development programs.

Course Objectives

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

- Apply and gain an in-depth knowledge on best leadership practices
- Discuss the characteristics of effective leadership including the different leadership styles, transformation and their impact on organizational culture
- Identify the role of leadership and the importance of ethical leadership
- Develop a clear and compelling vision for the organization, communicate the vision to stakeholders, create a strategic plan and inspire and motivate employees to work
- Carryout strategic planning process, align organizational goals with strategic priorities, develop effective strategies and identify and manage risks associated with strategic decisions
- Build and manage high-performing teams and create a story and collaborative and inclusive team culture
- Develop effective communication and conflict resolution skills and provide feedback and coaching to team members
- Apply emotional intelligence, develop self-awareness and self-regulation skills and build social awareness and relationship management skills
- Develop change management strategies, lead change initiatives effectively and manage resistance to change
- Build a diverse and inclusive team, create an inclusive organizational culture and address unconscious bias
- Develop effective coaching and mentoring skills, provide feedback and support to employees and create a coaching and mentoring culture
- Set performance goals and expectations, provide ongoing feedback and coaching, conduct performance evaluations and manage underperforming employees
- Discuss the importance of leadership development, identify leadership development needs and measure the impact of leadership development programs

Exclusive Smart Training Kit - H-STK®



Participants of this course will receive the exclusive “Howard 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 best leadership practices for aspiring leaders, new managers, experienced leaders, team leaders, executives and senior managers and senior staff members, entrepreneurs, business owners, human resources professionals and staff with various discipline.

Course Certificate(s)

- (1) Internationally recognized Competency Certificates and Plastic Wallet Cards will be issued to participants who completed a minimum of 80% of the total tuition hours and successfully passed the exam at the end of the course. Certificates are valid for 5 years.

Recertification is FOC for a Lifetime.

Sample of Certificates

The following are samples of the certificates that will be awarded to course participants: -



- (2) Official Transcript of Records will be provided to the successful delegates with the equivalent number of ANSI/IACET accredited Continuing Education Units (CEUs) earned during the course.

* Haward Technology * CEUs * Haward Technology * CEUs * Haward Technology * CEUs * Haward Technology *



Haward Technology Middle East

Continuing Professional Development (HTME-CPD)

CEUs

CEU Official Transcript of Records

TOR Issuance Date:

14-Nov-22

HTME No.

74852

Participant Name:

Waleed Al Habeeb

Program Ref.	Program Title	Program Date	No. of Contact Hours	CEU's
SS0393-6D-IH	Best Leadership Practices	November 09-14, 2022	39	3.9

Total No. of CEU's Earned as of TOR Issuance Date

3.9

TRUE COPY



Jaryl Castillo
Academic Director

Haward Technology has been approved as an Authorized Provider by the International Association for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this approval, Haward Technology has demonstrated that it complies with the ANSI/IACET 1-2013 Standard which is widely recognized as the standard of good practice internationally. As a result of their Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for programs that qualify under the ANSI/IACET 1-2013 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 Association 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 is accredited by










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Certificate Accreditations

Haward's Certificates are accredited by the following international accreditation organizations:



British Accreditation Council (BAC)

Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. Haward's certificates are internationally recognized and accredited by the British Accreditation Council (BAC). 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.



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.

Course Fee

US\$ \$8,800 per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

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. Ernest Marran, PhD, MA, BSc, BD, BA (with Honours), BA, NDP, is currently the **Vice Chairperson** and **Ministry Counsellor** wherein he is deeply involved in training facilitation, office administration & management, counselling, team building, personal development, goal setting, adaptability & learning, leadership management, maintenance of company's strategy, creating vision and leading the company into the future. He is a **Senior Management Consultant** with almost **40 years** of extensive experience in **Facilitation Skills, Teamwork & Communication Skills, Adaptability & Learning, Motivating & Coaching, Counselling & Mentoring, Coaching & Appraisal System, Corporate Planning, Adaptability & Learning, Identifying Training Needs & Analysis, Human Resource Management, Advanced HR Strategy, Personal & Personnel Development, Innovation & Planning Process, Problem Analysis & Decision Making, Performance Drive, Excellence in Leadership & Teambuilding, Leadership & Management, Team Leadership, Personal Leadership Development, Supervisory Management Skills, Performance Management, Performance Assessment, Financial Budgeting, Leadership Skills, Project Cost & Schedule Monitoring, Introduction to Driving Performance, Goal Setting, Problem Solving & Decision Making, Team Building & Motivation, Emotional Intelligence, Developing Others, Managing Performance for Improvement, Career & Personal Development Program, Achieving Employee Satisfaction, Trust Management, Building Managerial Excellence, Behavioural & Humanitarian Dimensions in Creative Performance, Time Management, Managing Multiple Tasks, Priorities & Deadlines, Self-Management, Conflict Management, Stress Management, Management Planning & Organizing, Supply Chain Management and Enhancing Personal & Team Effectiveness. Further, he is also well-versed in Advanced Planning, Budgeting & Cost Control, Essentials of Financial Management, Finance Professional, Management of Financial Operations, Advanced Financial Planning, Financial Analysis, Evaluation & Budgeting, Cashflow Forecasting & Liquidity Management, Effective Budgeting & Cost Control, Cash Management, Budget Analysis and Fixed Asset Risk Management.**

During his career life, Dr. Marran has gained his managerial and extensive experience through his various significant positions and dedication as the **Facilitator, Experiment Analyst, Psychological Profiler, Project Manager, Visionary Planner, Theologian, Researcher, Leadership & Management Consultant, Lecturer/Trainer, Exceptional Motivator, Skill Developer & Pastoral Counsellor, Assertive & Effective Manager, Superb Empowerer, Outstanding IE/EQ Trainer, Seasoned Mediator & Facilitator, Research Assistant, Senior Accountant and Costing Manager.**

Dr. Marran has **PhD, Master** and **Bachelor** degrees in **Theology** as well as a **Bachelor** degree in **Divine Studies (Cum Laude)** and in **Philosophy** apart from an **NDP** in **Psychology** from **UNISA**. Further, he is a **Certified Instructor/Trainer**, a **Certified Trainer/Assessor** by the **Institute of Leadership & Management (ILM)** and an elected **Vice-Chairperson** of Predikante Pensioen en Weduwe-en Wesefonds van die NHK van Afrika. He has delivered numerous courses, trainings, seminars and workshops worldwide.

Training Methodology

This interactive training course includes the following training methodologies as a percentage of the total tuition hours: -

20% Lectures

80% Practical Exercises, Case Studies, Games, Customized Videos, Site Visits, Simulations, Role Play, Group Skill Sessions, Outdoor & Indoor Activities

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

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 course 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	Introduction to Leadership Definition and key Characteristics of Effective Leadership • Different Leadership Styles, Transformation and Their Impact on Organizational Culture • The Role of Leadership in Achieving Organizational Goals • The Importance of Ethical Leadership
0930 – 0945	Break
0945 – 1100	Visionary Leadership Developing a Clear and Compelling Vision for the Organization • Communicating the Vision Effectively to Stakeholders
1100 – 1230	Visionary Leadership (cont'd) Creating a Strategic Plan to Achieve the Vision • Inspiring and Motivating Employees to Work Towards the Vision
1230 – 1245	Break
1245 – 1330	Strategic Leadership The Strategic Planning Process • Aligning Organizational Goals with Strategic Priorities • Developing Effective Strategies for Achieving Goals
1420 – 1430	Recap
1430	Lunch & End of Day One

Day 2

0730 – 0830	Strategic Leadership (cont'd) Develop Strategy for Using Personal Leadership • Identifying and Managing Risks Associated with Strategic Decisions
0930 – 0945	Break
0945 – 1100	Team Leadership Building & Managing High-Performing Teams • Creating a Strong Collaborative & Inclusive Team Culture

1100 – 1230	Team Leadership (cont'd) <i>Developing Effective Communication & Conflict Resolution Skills • Providing Feedback & Coaching to Team Members</i>
1230 – 1245	Break
1245 – 1420	Emotional Intelligence in Leadership <i>Emotional Intelligence and its Impact on Leadership Effectiveness • Developing Self-Awareness and Self-Regulation Skills</i>
1420 – 1430	Recap
1430	Lunch & End of Day Two

Day 3

0730 – 0830	Emotional Intelligence in Leadership (cont'd) <i>Building Social Awareness and Relationship Management Skills • Applying Emotional Intelligence to Improve Team Dynamics and Organizational Culture</i>
0930 – 0945	Break
0945 – 1100	Change Leadership <i>Dynamics of Organizational Change • Developing Change Management Strategies</i>
1100 – 1230	Change Leadership (cont'd) <i>Leading Change Initiatives Effectively • Managing Resistance to Change</i>
1230 – 1245	Break
1245 – 1420	Diversity & Inclusion in Leadership <i>The Importance of Diversity and Inclusion in the Workplace • Building a Diverse and Inclusive Team</i>
1420 – 1430	Recap
1430	Lunch & End of Day Three

Day 4

0730 – 0830	Diversity & Inclusion in Leadership (cont'd) <i>Creating an Inclusive Organizational Culture • Addressing Unconscious Bias</i>
0930 – 0945	Break
0945 – 1100	Coaching & Mentoring <i>The Difference Between Coaching and Mentoring • Developing Effective Coaching and Mentoring Skills</i>
1100 – 1230	Coaching & Mentoring (cont'd) <i>Providing Feedback and Support to Employees • Creating a Coaching and Mentoring Culture</i>
1230 – 1245	Break
1245 – 1420	Performance Management <i>The Performance Management Process • Setting Performance Goals and Expectations • Providing Ongoing Feedback and Coaching</i>
1420 – 1430	Recap
1430	Lunch & End of Day Four

Day 5

0730 – 0830	Performance Management (cont'd) <i>Conducting Performance Evaluations</i>
0930 – 0945	Break
0945 – 1100	Performance Management (cont'd) <i>Managing Underperforming Employees • The 4D Management Model</i>
1100 – 1230	Leadership Development <i>The Importance of Leadership Development • Identifying Leadership Development Needs</i>

1230 – 1245	Break
1245 – 1300	Leadership Development (cont'd) <i>Developing & Implementing Leadership Development Programs • Measuring the Impact of Leadership Development Programs</i>
1300 – 1315	Course Conclusion
1315 – 1415	COMPETENCY EXAM
1415 -1430	<i>Presentation of Course Certificates</i>
1430	<i>Lunch & End of Course</i>

Practical Sessions

80% of this highly-interactive course is practical sessions. Theory learnt (20%) will be applied using various role-plays, case studies and practical sessions.



Course Coordinator

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