



COURSE OVERVIEW TM0012 **Leadership Challenge**

Course Title

Leadership Challenge

Course Reference

TM0012

Course Duration/Credits

Five days/3.0 CEUs/30 PDHs

Course Date/Venue

Sessions	Date	Venue
1	July 21-25, 2025	Hampstead Meeting Room, London Marriott Hotel Regents Park, London, UK
2	September 14-18, 2025	Tamra Meeting Room, Al Bandar Rotana Creek, Dubai, UAE
3	October 13-17, 2025	TBA Meeting Room, JW Marriott Hotel Madrid, Madrid, Spain
4	February 02-06, 2026	TBA Meeting Room, Grand Hyatt Athens, Athens, Greece



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 Leadership Challenge. It covers the crisis leadership and developing crisis management strategies; change and resistance management, overcome resistance to change and creating a culture of adaptability and resilience; leading remote teams and manage remote workers effectively; building trust and communication in virtual environments and address the unique challenges of remote work; team dynamics, maintain team culture and resolve conflicts and addressing toxic behavior; and the emotional intelligence and develop self-awareness and self-management skills.



During this interactive course, participants will learn the empathy and social awareness in leadership; developing coaching skills and provide constructive feedback; diversity and inclusion and the importance of diversity and inclusion; ethical leadership and decision making and build a culture of integrity and accountability; managing stakeholder relationships and balance competing stakeholder interests; the importance of purpose and vision in leadership; and the developing compelling vision for the future and align goals and strategies with purpose and vision.





Course Objectives

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

- Apply and gain an in-depth knowledge on leadership challenge
- Explain crisis leadership and develop crisis management strategies
- Discuss change and resistance management, overcome resistance to change and create a culture of adaptability and resilience
- Identify leading remote teams and manage remote workers effectively
- Build trust and communication in virtual environments and address the unique challenges of remote work
- Explain team dynamics, maintain team culture and resolve conflicts and addressing toxic behavior
- Explain emotional intelligence and develop self-awareness and self-management skills
- Apply empathy and social awareness in leadership
- Develop coaching skills and provide constructive feedback
- Explain diversity and inclusion and the importance of diversity and inclusion
- Identify ethical leadership and decision making and build a culture of integrity and accountability
- Manage stakeholder relationships and balance competing stakeholder interests
- Explain the importance of purpose and vision in leadership
- Develop compelling vision for the future and align goals and strategies with purpose and vision

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 a complete and up-to-date overview of leadership challenge for who aspire to become effective leaders or those who are already in leadership positions and want to enhance their leadership skills. This course is suitable for managers, executives, team leaders, supervisors, entrepreneurs, and anyone who wants to develop their leadership abilities to inspire, motivate, and influence others.

Accommodation

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




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

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 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:



Mr. Dimitry Rovas, CEng, MSc, PMI-PMP, SMRP-CMRP is a **Senior Management Consultant** with extensive industrial experience in **Oil, Gas, Power** and **Utilities** industries. His expertise includes **Leadership & Change Management, Talent Management, Presentation Skills, Negotiation Skills, Interpersonal Skills, Communication Skills, Collaboration Skills, Developing Effective Partnership, Developing & Managing Budget, Technical Design & Development, Analytical & Troubleshooting Techniques, Interpersonal Skills, Leadership & Mentoring, Time Management, Performance Management, Strategic Planning & Analysis and Communication & Reporting Skills, Project Management, Construction Management, Project Management Planning & Control Techniques, Project Risk Management, Quality Management, Project Acceleration Techniques, Scope Control Management, Contract Management, Asset Management, Procurement & Purchasing Management, Warehousing, Quality Management System (QMS) and Business Management**. Further, he is also well-versed in **Energy Conservation, Electricity Distribution Systems, Energy Saving, Combined Cycle Power Plant, Gas & Steam Turbines, Heat Transfer, Machine Design, Fluid Mechanics, Heating & Cooling Systems, Heat Insulation Systems and Heat Exchanger & Cooling Towers**. He was the **Project Manager** wherein he was managing, directing and controlling all activities and functions associated with the domestic heating/cooling facilities projects.

During his life career, Mr. Rovas has gained his practical and field experience through his various significant positions and dedication as the **EPC Project Manager, Field Engineer, Preventive Maintenance Engineer, Researcher, Instructor/Trainer, Telecom Consultant** and **Consultant** from various companies such as the Podaras Engineering Studies, Metka and Diadikasia, S.A., **Hellenic Petroleum Oil Refinery** and COSMOTE.

Mr. Rovas is a **Chartered Engineer** of the **Technical Chamber of Greece**. Further, he has **Master's** degree in **Mechanical Engineering and Energy Production & Management** from the **National Technical University of Athens**. Moreover, he is a **Certified Instructor/Trainer**, a **Certified Maintenance and Reliability Professional (CMRP)** from the Society of Maintenance & Reliability Professionals (**SMRP**), a **Certified Project Management Professional (PMP)**, a **Certified Internal Verifier/Assessor/Trainer** by the **Institute of Leadership & Management (ILM)** and a **Certified Six Sigma Black Belt**. He is an active member of Project Management Institute (**PMI**), Technical Chamber of Greece and Body of Certified Energy Auditors and has further delivered numerous trainings, seminars, courses, workshops and conferences internationally.



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

London	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.
Madrid	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.
Athens	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.
Dubai	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.

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	<i>Registration & Coffee</i>
0800 – 0815	<i>Welcome & Introduction</i>
0815 – 0830	PRE-TEST
0830 – 0930	Leadership in Times of Crisis <i>Understanding Crisis Leadership • Developing Crisis Management Strategies</i>
0930 – 0945	<i>Break</i>
0945 – 1030	Leadership in Times of Crisis (cont'd) <i>Communicating Effectively During a Crisis</i>
1030 – 1230	Managing Change & Resistance <i>Understanding Change Management • Overcoming Resistance to Change</i>
1230 – 1245	<i>Break</i>
1245 – 1420	Managing Change & Resistance (cont'd) <i>Creating a Culture of Adaptability & Resilience</i>
1420 – 1430	Recap
1430	<i>Lunch & End of Day One</i>



Day 2

0730 – 0930	Leading Remote Teams <i>Managing Remote Workers Effectively • Building Trust & Communication in virtual Environments</i>
0930 – 0945	Break
0945 – 1100	Leading Remote Teams (cont'd) <i>Addressing the Unique Challenges of Remote Work</i>
1100 – 1230	Managing Team Dynamics <i>Understanding Team Dynamics • Building & Maintaining a Positive Team Culture</i>
1230 – 1245	Break
1245 – 1420	Managing Team Dynamics (cont'd) <i>Resolving Conflicts & Addressing Toxic Behavior</i>
1420 – 1430	Recap
1430	Lunch & End of Day Two

Day 3

0730 – 0930	Leading with Emotional Intelligence <i>Understanding Emotional intelligence • Developing Self-Awareness & Self-Management Skills</i>
0930 – 0945	Break
0945 – 1100	Leading with Emotional Intelligence (cont'd) <i>Building Empathy & Social Awareness in Leadership</i>
1100 – 1230	Developing & Coaching Others <i>Developing Coaching Skills • Providing Constructive Feedback</i>
1230 – 1245	Break
1245 – 1420	Developing & Coaching Others (cont'd) <i>Building a Culture of Continuous Learning & Improvement</i>
1420 – 1430	Recap
1430	Lunch & End of Day Two

Day 4

0730 – 0930	Managing Diversity & Inclusion <i>Understanding the Importance of Diversity & Inclusion • Addressing Bias & Discrimination in the Workplace</i>
0930 – 0945	Break
0945 – 1100	Managing Diversity & Inclusion (cont'd) <i>Building a Culture of Respect & Inclusivity</i>
1100 – 1230	Ethical Leadership & Decision Making <i>Understanding Ethical Leadership • Making Ethical Decisions in Complex Situations</i>
1230 – 1245	Break
1245 – 1420	Ethical Leadership & Decision Making (cont'd) <i>Building a Culture of Integrity & Accountability</i>
1420 – 1430	Recap
1430	Lunch & End of Day Two



Day 5

0730 – 0930	Managing Stakeholder Relationships <i>Understanding Stakeholder Management • Building & Maintaining Effective Relationships with Stakeholders</i>
0930 – 0945	Break
0945 – 1100	Managing Stakeholder Relationships (cont'd) <i>Balancing Competing Stakeholder Interests</i>
1100 – 1230	Leading with Purpose & Vision <i>Understanding the Importance of Purpose & Vision in Leadership • Developing a Compelling Vision for the Future</i>
1230 – 1245	Break
1245 – 1345	Leading with Purpose & Vision (cont'd) <i>Aligning Goals & Strategies with Purpose & vision</i>
1345 – 1400	Course Conclusion
1400 – 1415	POST-TEST
1415 – 1430	<i>Presentation of Course Certificates</i>
1430	<i>Lunch & End of Course</i>

Practical Sessions

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



Course Coordinator

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