Haward Technology Middle East

COURSE OVERVIEW HM0115
People Leadership Transition Coaching Program

Course Title
People Leadership Transition Coaching Program

Course Date/Venue
June 16-20, 2025/Glasshouse Meeting Room, Grand Millennium Al Wahda Hotel, Abu Dhabi, UAE

Course Reference
HM0115

Course Duration/Credits
Five days/3.0 CEUs/30 PDHs

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 People Leadership Transition Coaching Program. It covers the shifting from operational to strategic leadership and the difference between management from leadership; the personal leadership styles and their impact on team; the leadership assessment tools and exercises; the emotional intelligence, enhancing self-awareness and empathy and aligning vision with organizational goals; the change management in leadership, overcoming resistance and managing transitions smoothly; the common obstacles faced by new leaders and overcoming transition challenges; building high-performing teams and developing effective communication strategies; and the active listening and feedback techniques.

Further, the course will also discuss the effective delegation and empowering teams to take ownership and accountability; managing and resolving conflicts within teams and promoting a collaborative work environment; the decision-making, problem-solving skills coaching mindset for team development and mentoring employees for growth and success; the adaptive leadership, leading innovation and change and managing remote and hybrid teams; managing personal and team time effectively; and prioritizing tasks based on strategic goals.

During this interactive course, participants will learn the crisis leadership and resilience, building trust and accountability and developing strategic thinking and planning; aligning teams with organizational strategy and building influence across the organization even without direct authority; building a strong leadership presence and personal branding that aligns with leadership goals; the cross-functional collaboration and leadership, ethical leadership and corporate responsibility; the continuous learning and development for leaders, leading by example, maintaining a healthy work-life balance and creating a leadership legacy; and reviewing leadership transition progress.

Course Objectives

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

- Apply and gain an in-depth knowledge on people leadership transition coaching

- Shift from operational to strategic leadership and differentiate management from leadership

- Identify personal leadership styles and their impact on team including the leadership assessment tools and exercises

- Apply emotional intelligence, enhance self-awareness and empathy and align vision with organizational goals

- Employ change management in leadership, overcome resistance and manage transitions smoothly

- Identify common obstacles faced by new leaders and overcome transition challenges

- Build high-performing teams, develop effective communication strategies and apply active listening and feedback techniques

- Implement effective delegation and empower teams to take ownership and accountability

- Manage and resolve conflicts within teams and promote a collaborative work environment

- Employ decision-making, problem-solving skills coaching mindset for team development and mentoring employees for growth and success

- Implement adaptive leadership, leading innovation and change and managing remote and hybrid teams

- Manage personal and team time effectively and prioritize tasks based on strategic goals

- Carryout crisis leadership and resilience, build trust and accountability and develop strategic thinking and planning

- Align teams with organizational strategy and build influence across the organization even without direct authority

- Build a strong leadership presence and personal branding that aligns with leadership goals

- Employ cross-functional collaboration and leadership, ethical leadership and corporate responsibility

- Perform continuous learning and development for leaders, lead by example, maintain a healthy work-life balance, create a leadership legacy and review leadership transition progress

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 people leadership transition coaching program for associate senior production supervisors, production supervisors, project managers, HR professionals, supervisors and team leaders and those who are currently in or aspiring to be in leadership or supervisory roles.

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.

Haward Technology Middle East

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: -

- **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.

- **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. 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 **30 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.

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:   **Monday, 16th of June 2025**

0730 – 0800	*Registration & Coffee*
0800 – 0815	*Welcome & Introduction*
0815 – 0830	**PRE-TEST**
0830 – 0930	**Basics of Leadership Roles** *Exploring the Shift from Operational to Strategic Leadership • Differentiating Management from Leadership*
0930 – 0945	*Break*
0945 – 1045	**Self-Assessment & Leadership Style** *Identifying Personal Leadership Styles & their Impact on Team Dynamics • Leadership Assessment Tools & Exercises*
1045 – 1145	**Building Emotional Intelligence** *Importance of Emotional Intelligence in Leadership • Techniques for Enhancing Self-Awareness & Empathy*
1145 – 1230	**Setting Leadership Vision & Direction** *Defining Personal & Team Vision • Aligning Vision with Organizational Goals*
1230 – 1245	*Break*
1245 – 1330	**Change Management in Leadership** *Leading Through Organizational Changes • Overcoming Resistance & Managing Transitions Smoothly*
1330 – 1420	**Key Challenges in Transitioning to Leadership** *Identifying Common Obstacles Faced by New Leaders • Strategies to Overcome Transition Challenges*
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:   **Tuesday, 17th of June 2025**

0730 – 0830	**Team Dynamics & Leadership** *Understanding Team Roles, Dynamics, & Leadership Influence • Building High-Performing Teams*
0830 – 0930	**Communication for Leaders** *Developing Effective Communication Strategies • Active Listening & Feedback Techniques*
0930 – 0945	*Break*
0945 – 1100	**Delegation & Empowerment** *The Art of Effective Delegation • Empowering Teams to Take Ownership & Accountability*
1100 – 1230	**Conflict Resolution** *Techniques for Managing & Resolving Conflicts within Teams • Promoting a Collaborative Work Environment*
1230 – 1245	*Break*

1245 – 1330	**Decision-Making & Problem-Solving Skills** *Decision-Making Frameworks for Leaders • Critical Thinking & Analytical Approaches to Problem-Solving*
1330 – 1420	**Coaching & Mentoring Skills** *Developing a Coaching Mindset for Team Development • Mentoring Employees for Growth & Success*
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:   **Wednesday, 18th of June 2025**

0730 – 0830	**Adaptive Leadership** *Adapting Leadership Style to Different Situations & Team Needs • Balancing Flexibility & Control in Decision-Making*
0830 – 0930	**Leading Innovation & Change** *Fostering a Culture of Innovation within the Team • Leading Through Disruptive Changes in the Industry*
0930 – 0945	*Break*
0945 – 1100	**Managing Remote & Hybrid Teams** *Best Practices for Leading Teams in Remote & Hybrid Settings • Tools & Technologies for Maintaining Team Engagement*
1100 – 1230S	**Time Management & Prioritization for Leaders** *Managing Personal & Team Time Effectively • Prioritizing Tasks Based on Strategic Goals*
1230 – 1245	*Break*
1245 – 1330	**Crisis Leadership & Resilience** *Leading in Times of Crisis or Uncertainty • Building Personal & Team Resilience*
1330 – 1420	**Building Trust & Accountability** *Establishing Trust within the Team & Promoting Accountability • Transparent Leadership & Fostering Mutual 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 Three*

Day 4:   **Thursday, 19th of June 2025**

0730 – 0830	**Strategic Thinking & Planning** *Developing a Strategic Mindset for Long-Term Leadership • Tools & Techniques for Effective Strategic Planning*
0830 – 0930	**Aligning Teams with Organizational Strategy** *Connecting Team Goals with Broader Organizational Objectives • Creating Alignment & Synergy Across Functions*
0930 – 0945	*Break*
0945 – 1100	**Influencing Without Authority** *Building Influence Across the Organization, Even Without Direct Authority • Stakeholder Engagement & Management*

1100 – 1230S	**Leadership Presence & Personal Branding** *Building a Strong Leadership Presence • Crafting a Personal Brand that Aligns with Leadership Goals*
1230 – 1245	*Break*
1245 – 1330	**Cross-Functional Collaboration & Leadership** *Leading Cross-Functional Teams & Initiatives • Managing Diverse Teams for Collaborative Success*
1330 – 1420	**Ethical Leadership & Corporate Responsibility** *Navigating Ethical Dilemmas in Leadership Roles • Promoting Corporate Responsibility & Sustainability*
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: **Friday, 20th of June 2025**

0730 – 0830	**Continuous Learning & Development for Leaders** *Building a Culture of Continuous Improvement & Learning • Personal Development Plans for Leaders*
0830 - 0930	**Leading by Example** *The Power of Role-Modeling Behaviors for Your Team • Inspiring Others Through Action*
0930 – 0945	*Break*
0945 - 1100	**Work-Life Balance & Leadership** *Maintaining a Healthy Work-Life Balance as a Leader • Supporting Your Team in Achieving Balance*
1100 – 1215	**Creating a Leadership Legacy** *What Does it Mean to Leave a Legacy as a Leader? • Shaping Your Legacy through Mentorship & Team Development*
1215 – 1230	*Break*
1230 - 1330	**Review of Leadership Transition Progress** *Reflecting on Personal & Team Development During the Program • Identifying Areas for Continued Growth & Improvement*
1330 - 1345	**Action Plan & Commitment to Leadership Growth** *Creating An Action Plan for Sustaining Leadership Growth • Committing to Ongoing Leadership Development*
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

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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