

5-Day Leadership Training – TOC

DAY 1 – Self-Awareness & Leadership Foundations

1. **Defining Leadership vs. Management**
 2. **Leadership Styles – Situational, Transformational, Servant**
 3. **DISC Personality Assessment & Reflection**
 4. **Leadership Competency Framework**
 5. **Emotional Intelligence (EI) and Self-Regulation**
 6. **Values, Purpose & Vision Mapping**
 7. **Activity:** Personal Leadership Storyboard
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DAY 2 – Communication & Influence

1. **The Role of Communication in Leadership**
 2. **Assertiveness vs. Aggressiveness**
 3. **Active Listening & Feedback Models (SBI, SBI-BI)**
 4. **Difficult Conversations & Conflict Resolution**
 5. **Influencing Without Authority**
 6. **Stakeholder Mapping & Alignment**
 7. **Activity:** Role-play – Conflict Management Scenarios
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DAY 3 – Team Building & Performance Management

1. **Stages of Team Development (Tuckman Model)**
2. **Building Trust and Psychological Safety**
3. **Delegation vs. Empowerment**
4. **Motivating Teams: Intrinsic vs. Extrinsic Drivers**
5. **Performance Feedback & Coaching Techniques (GROW Model)**
6. **Recognizing and Managing Team Dynamics**

7. **Activity:** Build & Present a Team Charter
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DAY 4 – Strategic Thinking & Decision Making

1. **Vision to Strategy: Connecting the Dots**
 2. **SWOT & Risk-Based Thinking**
 3. **Prioritization Tools (Eisenhower Matrix, Impact vs. Effort)**
 4. **Decision-Making Models (OODA Loop, 6 Thinking Hats)**
 5. **Agile Leadership & Change Readiness**
 6. **Business Simulation/Game:** Strategic Decision-Making
 7. **Activity:** Strategic Planning Exercise (Real or Simulated Case)
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DAY 5 – Leading Change & Driving Results

1. **The Change Curve & Leading Through Transitions**
2. **Kotter's 8-Step Model for Change**
3. **Accountability Culture & Ownership Mindset**
4. **Cross-Functional Collaboration**
5. **Innovation & Continuous Improvement**
6. **Personal Leadership Action Plan**
7. **Capstone Presentations + Peer Feedback + Closing Reflections**