

KOENIG SOLUTIONS • COURSE OUTLINE

New Manager Leadership: GROW Coaching & Kotter

Learn to lead teams with self-awareness, strong communication, coaching and strategic decision-making, and to plan and drive organisational change.

5 Days

DURATION

30

TOPICS

5

HANDS-ON ACTIVITIES

COURSE OVERVIEW

This course opens with leadership foundations, covering leadership styles, personality assessment and emotional intelligence, before moving into communication and influence, including active listening, feedback models and conflict resolution. It then addresses team building and performance management through team development stages, delegation, motivation and GROW coaching techniques, followed by strategic thinking and decision-making tools such as SWOT, prioritisation matrices and decision models. The final part focuses on leading change and driving results, using the change curve, Kotter's 8-Step Model, accountability and a personal leadership action plan.

WHO THIS COURSE IS FOR

New Managers

Team Leaders

First-Time Supervisors

Aspiring Leaders

Project Managers

LEARNING OBJECTIVES

- Explain the differences between leadership and management
- Apply DISC assessment insights to reflect on personal style
- Describe active listening and feedback models such as SBI
- Apply the GROW model to coach team performance
- Compare decision-making models including OODA Loop and Six Thinking Hats
- Prioritise tasks using tools such as the Eisenhower Matrix
- Plan change initiatives using Kotter's 8-Step Model
- Develop a personal leadership action plan

30 Topics

DAY 1 Self-Awareness & Leadership Foundations

TOPICS

Activity

- Defining Leadership vs. Management
- Leadership Styles – Situational, Transformational, Servant
- DISC Personality Assessment & Reflection
- Leadership Competency Framework
- Emotional Intelligence (EI) and Self-Regulation
- Values, Purpose & Vision Mapping

DAY 2 Communication & Influence

TOPICS

Activity

- The Role of Communication in Leadership
- Assertiveness vs. Aggressiveness
- Active Listening & Feedback Models (SBI, SBI-BI)
- Difficult Conversations & Conflict Resolution
- Influencing Without Authority
- Stakeholder Mapping & Alignment

DAY 3 Team Building & Performance Management

TOPICS

Activity

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

DAY 4 Strategic Thinking & Decision Making

TOPICS

Activity

- **Vision to Strategy:** Connecting the Dots
- SWOT & Risk-Based Thinking
- Prioritization Tools (Eisenhower Matrix, Impact vs. Effort)
- Decision-Making Models (OODA Loop, 6 Thinking Hats)
- Agile Leadership & Change Readiness
- **Business Simulation/Game:** Strategic Decision-Making

TOPICS

- The Change Curve & Leading Through Transitions
- Kotter's 8-Step Model for Change
- Accountability Culture & Ownership Mindset
- Cross-Functional Collaboration
- Innovation & Continuous Improvement
- Personal Leadership Action Plan

Capstone Activity

HANDS-ON ACTIVITIES

Practise What You Learn

MODULE	ACTIVITY
Self-Awareness & Leadership Foundations	Activity: Personal Leadership Storyboard
Communication & Influence	Activity: Role-play – Conflict Management Scenarios
Team Building & Performance Management	Activity: Build & Present a Team Charter
Strategic Thinking & Decision Making	Activity: Strategic Planning Exercise (Real or Simulated Case)
Leading Change & Driving Results	Capstone Activity: Capstone Presentations + Peer Feedback + Closing Reflections

WHAT IS INCLUDED

Everything You Need to Succeed

- Koenig course material for every module
- Delivery by certified instructors and subject matter experts
- Hands-on exercises throughout the course
- Course completion certificate from Koenig

ABOUT KOENIG

Who We Are

Established in 1993, Koenig Solutions is a globally recognised training provider with 35+ technology partnerships, 5,000+ training programmes and a network of certified instructors and subject matter experts, supporting individuals and enterprise teams worldwide.

FLEXIBLE DELIVERY

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Live Online Classes (ILO)

Fly-Me-A-Trainer (FMAT)

Flexi (Self-Paced)

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