

KOENIG SOLUTIONS • COURSE OUTLINE

Leadership Basics: Tuckman Teams & Thomas-Kilmann

Learn to lead teams through decision-making, motivation, conflict resolution and communication using models such as Tuckman and Thomas-Kilmann.

5 Days

DURATION

10

MODULES

27

TOPICS

4

HANDS-ON ACTIVITIES

COURSE OVERVIEW

This course covers the foundations of leadership, distinguishing it from management and examining traits and styles including situational and transformational approaches. It then addresses decision-making frameworks and problem-solving techniques such as root cause analysis and risk assessment. Attention turns to building high-performance teams using Tuckman's stages of team development, along with motivation, delegation, conflict resolution through the Thomas-Kilmann model, and effective communication. The course closes with practical leadership case studies, handling change and crisis, and creating a personal leadership action plan.

WHO THIS COURSE IS FOR

Team Leaders

New Managers

Supervisors

Project Managers

Team Members

Aspiring Leaders

LEARNING OBJECTIVES

- Explain the difference between leadership and management
- Identify traits and styles associated with effective leaders
- Apply rational and data-driven decision-making frameworks
- Analyse problems using root cause techniques such as 5 Whys
- Describe the stages of team development in Tuckman's Model
- Apply motivational strategies and delegation techniques within teams
- Assess conflict resolution strategies using the Thomas-Kilmann Model
- Plan a personal leadership action plan

10 Modules, 27 Topics

DAY 1 Introduction to Leadership

01

Understanding Leadership

TOPICS

What is leadership? · Leadership vs. Management · Traits of effective leaders

02

Leadership Styles & Self-Assessment

TOPICS

- Different leadership styles (Situational, Transformational, etc.)
- **Self-assessment:** Identifying your leadership style

Activity

DAY 2 Decision-Making for Leaders

03

Decision-Making Frameworks

TOPICS

Rational decision-making process · Intuitive vs. Data-driven decisions · Overcoming decision paralysis

04

Problem-Solving Techniques

TOPICS

- Root cause analysis (5 Whys, Fishbone Diagram)
- Risk assessment in decision-making

Activity

DAY 3 Team Management & Motivation

05

Building High-Performance Teams

TOPICS

Stages of team development (Tuckman's Model) · Characteristics of successful teams · Managing diverse teams

06**Activity**

Motivation & Delegation

TOPICS

- Understanding team dynamics
- Motivational strategies (Intrinsic vs. Extrinsic)
- Effective delegation techniques

DAY 4

Conflict Resolution & Communication

07

Handling Workplace Conflicts

TOPICS

- Types of conflicts in teams
- Conflict resolution strategies (Thomas-Kilmann Model)
- Active listening & emotional intelligence in conflict

08**Activity**

Effective Leadership Communication

TOPICS

- Giving constructive feedback
- Assertive communication vs. Aggressive communication

DAY 5

Leadership in Action & Closing

09

Practical Leadership Challenges

TOPICS

Real-world leadership case studies · Handling change & crisis situations · Group discussion on leadership dilemmas

10

Personal Leadership Plan & Wrap-up

TOPICS

Creating an action plan for leadership growth · Commitment & accountability · Certification & closing remarks

Practise What You Learn

#	MODULE	ACTIVITY
02	Leadership Styles & Self-Assessment	Leadership case study analysis
04	Problem-Solving Techniques	Real-world decision-making simulation
06	Motivation & Delegation	Role-playing delegation scenarios
08	Effective Leadership Communication	Difficult conversation role-play

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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