MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Executive Leadership and Management

Leadership and Team Development for Managerial Success

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2683	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course **View Online Course Page**

Course Overview

Magna Skills presents the Leadership and Team Development for Managerial Success course, designed for current and aspiring managers seeking to enhance their leadership capabilities and build high-performing teams. This course provides comprehensive training in leadership principles, team dynamics, communication strategies, conflict resolution, and performance management, empowering participants to drive organizational success through effective leadership and team development.

Course Outcomes

Upon completion of the course, participants will:

1. **Develop Leadership Skills:**
    - Gain a deep understanding of leadership theories, styles, and practices.
    - Develop essential leadership skills such as decision-making, problem-solving, and strategic thinking.
2.

Build High-Performing Teams:

- Learn how to build and lead diverse teams to achieve common goals.
- Develop strategies for fostering collaboration, trust, and accountability within teams.

3. **Enhance Communication and Interpersonal Skills:**
   - Improve communication skills to effectively convey ideas, provide feedback, and resolve conflicts.
   - Develop interpersonal skills to build strong relationships and motivate team members.
4. **Manage Team Performance and Development:**
   - Learn how to set clear performance expectations and goals for team members.
   - Develop strategies for coaching, mentoring, and developing team members to maximize their potential.
5. **Lead Change and Adaptability:**
   - Understand the dynamics of organizational change and how to lead teams through transitions.
   - Develop strategies for fostering adaptability and resilience within teams to thrive in a changing environment.

Course Outline / Curriculum

Module 1: Foundations of Leadership

- Understanding leadership theories and styles
- Developing core leadership competencies

Module 2: Building High-Performing Teams

- Team dynamics and stages of team development
- Strategies for building cohesive and effective teams

Module 3: Effective Communication Strategies

- Communication styles and techniques
- Active listening and empathetic communication

Module 4: Conflict Resolution and Negotiation

- Understanding conflict in teams and organizations
- Strategies for resolving conflicts and negotiating win-win solutions

Module 5: Performance Management and Coaching

- Setting performance expectations and goals
- Providing feedback and coaching for performance improvement

Module 6: Leading Change and Adaptability

- Understanding the dynamics of organizational change
- Leading teams through change and fostering adaptability

Module 7: Motivating and Engaging Teams

- Motivation theories and techniques
- Strategies for engaging and inspiring team members

Module 8: Decision-Making and Problem-Solving

- Decision-making models and processes
- Problem-solving techniques for managerial success

Module 9: Diversity and Inclusion in Leadership - Understanding diversity and inclusion in the workplace - Leading diverse teams effectively and fostering inclusivity

Module 10: Strategic Leadership and Vision - Developing a leadership vision and strategic direction - Leading with purpose and driving organizational success

This Leadership and Team Development for Managerial Success course is suitable for current and aspiring managers, team leaders, and supervisors who want to enhance their leadership capabilities and build high-performing teams. Through a blend of theoretical knowledge, practical exercises, case studies, and interactive discussions, participants will develop the skills and competencies needed to lead with confidence, inspire teams, and drive organizational success

Target Audience

New managers, team leaders and business professionals interested in acquiring effective leadership skills for managers.

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairob
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flexib

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training NGO Capacity Building Corporate Workshops Online Learning Face-to-Face Training Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Leadership and Team Development for Managerial Success
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue /Date	
Estimated Number ofDelegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____