



aractech

Global Learning for Operational Leaders

LEADERSHIP AND MANAGEMENT | LM-007

The Leadership Transition

Contact

+31 85 7444446
info@aractech.com
<https://aractech.com>

Address

Waarderweg 50, 2031PB Haarlem - Netherlands.

Course content

Why Attend

This The Leadership Transition training course is designed and delivered specifically to develop delegates that have been identified as having management and leadership potential, as well as those that are transitioning into a higher leadership roles.

It provides practising and potential leaders with an in-depth understanding of the skills, qualities and best practices required to become an effective leaders.

Course Methodology

Course Objectives

- Identify and clarify the behaviours and competencies required to take the next step in a leadership role.
- Demonstrate the skills required to lead—particularly those related to leading people.
- Understand the importance of developing effective working relationships as a leader.
- Develop personal presentation skills, communication skills, networking, and relationship-building with stakeholders.
- Leverage adaptability and resilience to lead in volatile and complex environments.
- Demonstrate greater self-confidence in their ability to lead self, others, and the organization.

Target Audience

- The content of this training course is especially tailored to leaders of today. Participants that hold leadership positions and who have been identified by their organisation as key players in leadership succession plans are encouraged to attend.
- This The Leadership Transition training course is suitable to a wide range of professionals but will greatly benefit:
 - Newly promoted leaders that have recently transitioned into a leadership role
 - Individuals identified as “High Potential”

Course outline

Detailed course outline

Day-by-day outline for The Leadership Transition.

Day 1 - Developing You as a Leader

- Leadership in the digital age: adapting to rapid changes and uncertainties.
- Leadership identity and transitioning from peer to leader.
- The evolving traits and behaviors of effective leaders in dynamic environments.
- Leveraging emotional intelligence to establish authority with authenticity.
- Systems thinking: understanding interconnectedness in the organizational ecosystem.
- Leading with agility: responding to complexity and unpredictability.

Day 2 - Leading Others

- Motivation through shared purpose and value-driven goals.
- Setting SMARTER objectives (adding "Evaluate" and "Reassess").
- Fostering a culture of creativity and innovation in teams.
- Adaptive delegation: matching tasks with team strengths in a VUCA world.
- Decision-making frameworks for leaders, including collaborative and data-driven approaches.
- Strategies for creating psychological safety in teams to enhance trust and collaboration.

Course outline

Detailed course outline

Day-by-day outline for The Leadership Transition.

Day 3 - Effective Working Relationships

- Navigating hybrid and virtual team dynamics with empathy and clarity.
- Relational intelligence to connect with diverse stakeholders.
- Strategies for influencing without authority
- Feedback mastery: giving and receiving impactful feedback in real time.
- Building and sustaining trust as the foundation for high-performing teams.
- Understanding behavioural triggers and their impact on workplace relationships.

Day 4 - Developing Personal Presentation and Communication Skills

- Mastering virtual and in-person presentation dynamics for engagement.
- Storytelling for impact: weaving narratives that inspire and motivate action.
- Enhancing communication with AI-assisted tools.
- Managing tough conversations with tact and empathy.
- Listening as a leadership superpower: developing reflective listening skills.
- Structuring feedback conversations.

Course outline

Detailed course outline

Day-by-day outline for The Leadership Transition.

Day 5 - Building Confidence as a Leader

- Cultivating a growth mindset to embrace challenges and adapt to change.
- Techniques for managing stress and preventing burnout in leadership roles.
- Building resilience through reflection, reframing, and self-compassion.
- Designing a personal leadership development plan.
- Creating a support system: networking for mutual growth and accountability.
- Case studies and simulations.

Seminar dates

Available seminar dates

Live dates and pricing for The Leadership Transition generated from the course details page.

Date	Location	Format	Fee
11 - 15 May 2026	Barcelona	Classroom	€2,695
8 - 12 June 2026	Paris	Classroom	€3,150
6 - 10 July 2026	Frankfurt	Classroom	€2,275
10 - 14 August 2026	Barcelona	Classroom	€2,695
14 - 18 September 2026	London	Classroom	€2,940
5 - 9 October 2026	Rome	Classroom	€2,975
16 - 20 November 2026	Kuala lumpur	Classroom	€1,575

Live online option

Online delivery is available at €1,250.