

LEADERSHIP & MANAGEMENT | COURSE BROCHURE

Certified Empowered Leadership Professional

5 days | Classroom training | English

SMART HORIZON

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Course content

Why attend

This course equips participants with the skills and knowledge to become Certified Empowered Leadership Professionals. It focuses on advanced leadership strategies, emotional intelligence, decision-making frameworks, and team dynamics to enhance organisational effectiveness and empower teams in diverse professional environments.

Leaders often face challenges in motivating their teams and driving performance. Understanding how to empower others is crucial for fostering a culture of collaboration and innovation. This course addresses the need for leaders to develop actionable strategies that enhance team engagement, improve communication, and drive results. Participants will explore techniques to enhance their leadership presence and influence, ensuring they can effectively guide their teams through complex situations and adapt to changing organisational needs. By mastering these skills, leaders will be better positioned to create an environment where team members feel valued and motivated to contribute their best work.
The course provides practical capabilities in emotional intelligence, strategic decision-making, and conflict resolution. Participants will engage in real-world scenarios that require them to apply these skills, enabling them to make informed decisions that positively impact team dynamics and organisational success. By practising these competencies, leaders will be better equipped to handle challenges such as team conflicts, performance issues, and resistance to change.
Furthermore, the course will prepare participants to implement empowerment strategies that foster a sense of ownership among team members, ultimately leading to a more engaged and productive workforce.

Professional Problems This Course Is Designed to Solve

- Teams dependent on managers for routine decisions.
- Unclear boundaries between empowerment and accountability.
- Leadership practices that limit trust, initiative and development.

Course methodology

The course employs a blend of interactive workshops, case studies, and role-playing exercises to facilitate experiential learning. Participants will engage in simulations that mimic real-life leadership challenges, allowing them to practice decision-making and conflict resolution in a safe environment. Specific exercises include group discussions on case studies, peer feedback sessions, and individual reflections on leadership styles. Outputs include leadership action plans, team empowerment strategies, and reflective journals that participants will develop throughout the course, ensuring they can apply their learning directly to their professional contexts. This hands-on approach reinforces theoretical concepts and enhances practical application, fostering a deeper understanding of empowered leadership.



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Course objectives

By the end of this course, participants will be able to:
• Analyse leadership styles and their impact on team dynamics and performance.
• Evaluate emotional intelligence in leadership scenarios to enhance team interactions.
• Design strategies for empowering team members effectively to improve engagement.
• Assess decision-making frameworks for complex organisational challenges and their implications.
• Construct a personal leadership development plan based on feedback and self-assessment.
• Justify the importance of inclusive leadership in diverse teams to foster collaboration.
• Develop actionable strategies for conflict resolution within teams to enhance productivity.

Target audience

This course is suitable for:
• Mid-level managers seeking to enhance their leadership skills and effectiveness.
• Team leaders aiming to improve team performance and engagement through empowerment.
• HR professionals focused on leadership development initiatives and training.
• Project managers responsible for leading cross-functional teams and driving results.

Target competencies

Participants will develop competencies in:
• Demonstrating advanced emotional intelligence in leadership contexts to improve team dynamics.
• Facilitating effective team collaboration and empowerment through strategic initiatives.
• Implementing strategic decision-making processes to navigate complex challenges.
• Navigating and resolving conflicts within teams to maintain productivity and morale.
• Developing and executing leadership development plans tailored to team needs.
• Promoting an inclusive and diverse workplace culture to enhance team performance.

Course outline

Day 1: Understanding Empowered Leadership

Applied activity: Participants will analyse a case study of a leadership challenge in a fictional company, identifying the leadership style used and its impact on team dynamics. They will discuss alternative approaches that could empower the team more effectively and present their findings to the group.
Output: A written analysis report highlighting leadership styles, impacts, and recommendations.

09:00–09:54	Defining empowered leadership and its significance in modern organisations, including its impact on culture and employee satisfaction.



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09:54–10:48	Exploring various leadership styles and their effectiveness in different contexts and teams, including transformational and transactional leadership.
10:48–11:00	Identifying the characteristics of an empowered leader and how they influence team dynamics and motivation.
11:00–11:30	**Coffee break**
11:30–12:12	Identifying the characteristics of an empowered leader and how they influence team dynamics and motivation. (continued)
12:12–13:06	Assessing the impact of leadership on team performance and organisational outcomes through metrics and feedback.
13:06–14:00	Understanding the role of trust and transparency in leadership and its effects on team morale and retention.

Day 2: Emotional Intelligence in Leadership

Applied activity: Participants will engage in a role-playing exercise where they must navigate a conflict scenario using emotional intelligence techniques. They will receive feedback from peers on their approach and effectiveness, allowing for practical application of EI concepts in real-world situations.
Output: A reflective journal entry detailing their EI application, insights gained, and areas for improvement.

09:00–09:54	Exploring the components of emotional intelligence (EI) in leadership and its importance for effective management and team cohesion.
09:54–10:48	Assessing personal EI through self-reflection, peer feedback, and EI assessment tools to identify strengths and areas for growth.
10:48–11:00	Developing strategies to enhance emotional intelligence for better team interactions, including active listening and empathy.
11:00–11:30	**Coffee break**
11:30–12:12	Developing strategies to enhance emotional intelligence for better team interactions, including active listening and empathy. (continued)
12:12–13:06	Applying EI in conflict resolution and team motivation to improve workplace relationships and foster a positive environment.
13:06–14:00	Understanding the link between EI and team performance to drive organisational success and employee engagement.



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Day 3: Strategic Decision-Making Frameworks

Applied activity: In groups, participants will work through a strategic decision-making simulation, where they must make choices based on provided data and potential outcomes. They will present their decisions and rationale to the class, fostering collaborative learning and critical discussion.
Output: A presentation summarising their decision-making process, outcomes, and lessons learned.

09:00–09:54	Understanding decision-making processes in leadership and their implications for team dynamics and organisational culture.
09:54–10:48	Exploring various frameworks for strategic decision-making, including SWOT and PESTLE analysis, to evaluate options effectively.
10:48–11:00	Evaluating risks and benefits in organisational decisions to enhance outcomes and align with strategic goals.
11:00–11:30	**Coffee break**
11:30–12:12	Evaluating risks and benefits in organisational decisions to enhance outcomes and align with strategic goals. (continued)
12:12–13:06	Applying decision-making tools to real-world scenarios to practice critical thinking and collaborative decision-making.
13:06–14:00	Assessing the impact of decisions on team dynamics and organisational culture to ensure alignment with values.

Day 4: Empowering Teams for Success

Applied activity: Participants will create a team empowerment action plan for a fictional team facing challenges. They will outline specific strategies, metrics for success, and implementation steps, presenting their plan to the group for feedback and discussion to refine their approach.
Output: A comprehensive team empowerment action plan ready for implementation.

09:00–09:54	Identifying barriers to team empowerment and strategies to overcome them for improved performance and morale.
09:54–10:48	Developing techniques for fostering a culture of empowerment within teams and organisations, including delegation and trust-building.
10:48–11:00	Understanding the role of feedback in team development and continuous improvement to enhance individual and group performance.
11:00–11:30	**Coffee break**



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11:30–12:12	Understanding the role of feedback in team development and continuous improvement to enhance individual and group performance. (continued)
12:12–13:06	Creating an action plan for team empowerment initiatives that align with organisational goals and values.
13:06–14:00	Measuring the impact of empowerment on team performance through specific metrics and KPIs to demonstrate effectiveness.

Day 5: Integrating Leadership Skills

Applied activity: Participants will integrate all learned concepts by developing a comprehensive leadership development portfolio that includes their personal philosophy, action plans, and reflections on their learning journey. They will share their portfolios with peers for collaborative feedback and final adjustments.
Output: A leadership development portfolio ready for certification and future reference.

09:00–09:54	Bringing together emotional intelligence, decision-making, and empowerment for holistic leadership development.
09:54–10:48	Exploring case studies of successful empowered leaders and analysing their strategies and outcomes.
10:48–11:00	Developing a personal leadership philosophy that incorporates learned concepts, values, and individual leadership style.
11:00–11:30	**Coffee break**
11:30–12:12	Developing a personal leadership philosophy that incorporates learned concepts, values, and individual leadership style. (continued)
12:12–13:06	Creating a roadmap for ongoing leadership development and self-improvement to ensure continuous growth.
13:06–14:00	Preparing for the certification assessment through review and integration of course materials and key learnings.

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Dubai Confirmed dates	9 Nov 2026	13 Nov 2026	**€3,150.–**
Online Confirmed dates	9 Nov 2026	13 Nov 2026	**€1,250.–**
Rome Confirmed dates	16 Nov 2026	20 Nov 2026	**€2,450.–**
Online Confirmed dates	16 Nov 2026	20 Nov 2026	**€1,250.–**
Frankfurt Confirmed dates	23 Nov 2026	27 Nov 2026	**€2,650.–**
Online Confirmed dates	23 Nov 2026	27 Nov 2026	**€1,250.–**
Kuala Lumpur Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,450.–**
Online Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,250.–**
Paris Confirmed dates	14 Dec 2026	18 Dec 2026	**€2,860.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,250.-**
Istanbul Confirmed dates	11 Jan 2027	15 Jan 2027	**€2,650.-**
Online Confirmed dates	11 Jan 2027	15 Jan 2027	**€1,250.-**
Amsterdam Confirmed dates	25 Jan 2027	29 Jan 2027	**€2,540.-**
Online Confirmed dates	25 Jan 2027	29 Jan 2027	**€1,250.-**
Singapore Confirmed dates	8 Feb 2027	12 Feb 2027	**€2,820.-**
Online Confirmed dates	8 Feb 2027	12 Feb 2027	**€1,250.-**
Cape Town Confirmed dates	15 Feb 2027	19 Feb 2027	**€1,890.-**
Online Confirmed dates	15 Feb 2027	19 Feb 2027	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
London Confirmed dates	22 Feb 2027	26 Feb 2027	**€2,450.–**
Online Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,250.–**
Dubai Confirmed dates	8 Mar 2027	12 Mar 2027	**€3,150.–**
Online Confirmed dates	8 Mar 2027	12 Mar 2027	**€1,250.–**
Frankfurt Confirmed dates	22 Mar 2027	26 Mar 2027	**€2,650.–**
Online Confirmed dates	22 Mar 2027	26 Mar 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	12 Apr 2027	16 Apr 2027	**€1,450.–**
Online Confirmed dates	12 Apr 2027	16 Apr 2027	**€1,250.–**
Barcelona Confirmed dates	19 Apr 2027	23 Apr 2027	**€2,840.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	19 Apr 2027	23 Apr 2027	**€1,250.-**
Paris Confirmed dates	26 Apr 2027	30 Apr 2027	**€2,860.-**
Online Confirmed dates	26 Apr 2027	30 Apr 2027	**€1,250.-**
Istanbul Confirmed dates	10 May 2027	14 May 2027	**€2,650.-**
Online Confirmed dates	10 May 2027	14 May 2027	**€1,250.-**
Amsterdam Confirmed dates	24 May 2027	28 May 2027	**€2,540.-**
Online Confirmed dates	24 May 2027	28 May 2027	**€1,250.-**
Rome Confirmed dates	7 Jun 2027	11 Jun 2027	**€2,450.-**
Online Confirmed dates	7 Jun 2027	11 Jun 2027	**€1,250.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Singapore Confirmed dates	14 Jun 2027	18 Jun 2027	**€2,820.–**
Online Confirmed dates	14 Jun 2027	18 Jun 2027	**€1,250.–**
London Confirmed dates	21 Jun 2027	25 Jun 2027	**€2,450.–**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,250.–**
Dubai Confirmed dates	12 Jul 2027	16 Jul 2027	**€3,150.–**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**€1,250.–**
Frankfurt Confirmed dates	26 Jul 2027	30 Jul 2027	**€2,650.–**
Online Confirmed dates	26 Jul 2027	30 Jul 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	9 Aug 2027	13 Aug 2027	**€1,450.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	9 Aug 2027	13 Aug 2027	**€1,250.-**
Vienna Confirmed dates	16 Aug 2027	20 Aug 2027	**€2,940.-**
Online Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,250.-**
Paris Confirmed dates	23 Aug 2027	27 Aug 2027	**€2,860.-**
Online Confirmed dates	23 Aug 2027	27 Aug 2027	**€1,250.-**
Istanbul Confirmed dates	13 Sept 2027	17 Sept 2027	**€2,650.-**
Online Confirmed dates	13 Sept 2027	17 Sept 2027	**€1,250.-**
Amsterdam Confirmed dates	20 Sept 2027	24 Sept 2027	**€2,540.-**
Online Confirmed dates	20 Sept 2027	24 Sept 2027	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Singapore Confirmed dates	11 Oct 2027	15 Oct 2027	**€2,820.–**
Online Confirmed dates	11 Oct 2027	15 Oct 2027	**€1,250.–**
Cape Town Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,890.–**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,250.–**
London Confirmed dates	25 Oct 2027	29 Oct 2027	**€2,450.–**
Online Confirmed dates	25 Oct 2027	29 Oct 2027	**€1,250.–**
Dubai Confirmed dates	8 Nov 2027	12 Nov 2027	**€3,150.–**
Online Confirmed dates	8 Nov 2027	12 Nov 2027	**€1,250.–**
Frankfurt Confirmed dates	22 Nov 2027	26 Nov 2027	**€2,650.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	22 Nov 2027	26 Nov 2027	**€1,250.-**
Kuala Lumpur Confirmed dates	6 Dec 2027	10 Dec 2027	**€1,450.-**
Online Confirmed dates	6 Dec 2027	10 Dec 2027	**€1,250.-**
Paris Confirmed dates	13 Dec 2027	17 Dec 2027	**€2,860.-**
Online Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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