

HUMAN RESOURCES | COURSE BROCHURE

Leadership Development Programme Design

5 days | Classroom training | English

SMART HORIZON

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Amsterdam
The Netherlands

Explore current programmes

https://smart-horizon.eu



Course content

Why attend

Organisations invest heavily in leadership development, but many programmes fail to change behaviour. This course shows how to design leadership programmes that work: defining leadership capabilities, assessing needs, choosing experiential methods, using coaching and action learning, engaging senior sponsors and evaluating impact.

Leadership programmes succeed when they are linked to real work and strategy. You will learn to design development that produces better leaders.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

Programme design workshops, case studies of leading programmes, method comparisons and evaluation planning.

Course objectives

By the end of this course, participants will be able to:
• Define leadership capabilities aligned with strategy
• Assess leadership development needs
• Select effective development methods
• Integrate coaching, mentoring and action learning
• Engage sponsors and line managers
• Evaluate programme impact

Target audience

This course is suitable for:
• Learning and development leaders
• Talent managers
• HR directors
• Organisational development consultants
• Programme designers



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Target competencies

Participants will develop competencies in:
- Programme architecture
- Needs assessment
- Experiential design
- Stakeholder engagement
- Impact evaluation

Course outline

Day 1: Leadership Development Today

09:00–10:08	What works and what fails
10:08–11:00	Strategy alignment
11:00–11:30	**Coffee break**
11:30–11:45	Strategy alignment (continued)
11:45–12:53	Capability models
12:53–14:00	Exercise

Day 2: Needs and Audiences

09:00–10:08	Leader levels
10:08–11:00	Assessment tools
11:00–11:30	**Coffee break**
11:30–11:45	Assessment tools (continued)
11:45–12:53	Programme goals
12:53–14:00	Workshop

Day 3: Methods

09:00–10:08	Experiential learning
10:08–11:00	Action learning
11:00–11:30	**Coffee break**



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11:30–11:45	Action learning (continued)
11:45–12:53	Coaching and mentoring
12:53–14:00	Exercise

Day 4: Engagement

09:00–10:08	Sponsors
10:08–11:00	Line manager involvement
11:00–11:30	**Coffee break**
11:30–11:45	Line manager involvement (continued)
11:45–12:53	Transfer to work
12:53–14:00	Case study

Day 5: Evaluation

09:00–10:08	Measuring behaviour change
10:08–11:00	Business impact
11:00–11:30	**Coffee break**
11:30–11:45	Business impact (continued)
11:45–12:53	Iteration
12:53–14:00	Action plan

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	23 Nov 2026	27 Nov 2026	**€3,150.–**
Online Confirmed dates	23 Nov 2026	27 Nov 2026	**€1,250.–**
Cape Town Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,890.–**
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.–**
Vienna Confirmed dates	1 Feb 2027	5 Feb 2027	**€2,940.–**
Online Confirmed dates	1 Feb 2027	5 Feb 2027	**€1,250.–**
Amsterdam Confirmed dates	22 Feb 2027	26 Feb 2027	**€2,540.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,250.-**
Rome Confirmed dates	15 Mar 2027	19 Mar 2027	**€2,450.-**
Online Confirmed dates	15 Mar 2027	19 Mar 2027	**€1,250.-**
Kuala Lumpur Confirmed dates	5 Apr 2027	9 Apr 2027	**€1,450.-**
Online Confirmed dates	5 Apr 2027	9 Apr 2027	**€1,250.-**
London Confirmed dates	19 Apr 2027	23 Apr 2027	**€2,450.-**
Online Confirmed dates	19 Apr 2027	23 Apr 2027	**€1,250.-**
Rome Confirmed dates	10 May 2027	14 May 2027	**€2,450.-**
Online Confirmed dates	10 May 2027	14 May 2027	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Vienna Confirmed dates	31 May 2027	4 Jun 2027	**€2,940.-**
Online Confirmed dates	31 May 2027	4 Jun 2027	**€1,250.-**
Frankfurt Confirmed dates	21 Jun 2027	25 Jun 2027	**€2,650.-**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,250.-**
London Confirmed dates	12 Jul 2027	16 Jul 2027	**€2,450.-**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**€1,250.-**
Paris Confirmed dates	26 Jul 2027	30 Jul 2027	**€2,860.-**
Online Confirmed dates	26 Jul 2027	30 Jul 2027	**€1,250.-**
Barcelona Confirmed dates	16 Aug 2027	20 Aug 2027	**€2,840.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,250.-**
Dubai Confirmed dates	6 Sept 2027	10 Sept 2027	**€3,150.-**
Online Confirmed dates	6 Sept 2027	10 Sept 2027	**€1,250.-**
Cape Town Confirmed dates	27 Sept 2027	1 Oct 2027	**€1,890.-**
Online Confirmed dates	27 Sept 2027	1 Oct 2027	**€1,250.-**
Rome Confirmed dates	18 Oct 2027	22 Oct 2027	**€2,450.-**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,250.-**
Barcelona Confirmed dates	1 Nov 2027	5 Nov 2027	**€2,840.-**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,250.-**



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Dates, venues and fees (continued)

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Cape Town Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,890.-**
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

info@smart-horizon.eu
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View the latest course details online