



**aractech**

Global Learning for Operational Leaders

LEADERSHIP AND MANAGEMENT | LM-040

# New Leaders Development

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## Address

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# Course content

## Why Attend

Transitioning into a leadership role requires more than technical expertise. New leaders must learn how to motivate individuals, build high-performing teams, communicate effectively, and deliver results while earning the trust and respect of their colleagues. This course provides practical leadership tools and techniques that help first-time managers confidently navigate their new responsibilities, strengthen their leadership capabilities, and build a solid foundation for long-term success.

## Course Methodology

- The course combines interactive presentations, leadership assessments, practical workshops, role plays, case studies, group discussions, coaching exercises, and workplace simulations designed to reinforce leadership skills through real-life scenarios.

## Course Objectives

- Transition successfully from individual contributor to effective leader
- Build credibility, trust, and professional influence within their teams
- Apply leadership styles appropriate to different situations and individuals
- Coach, motivate, and develop team members for improved performance
- Build collaborative and high-performing teams
- Communicate effectively, manage conflict, and solve workplace challenges

## Target Audience

- Newly appointed managers
- First-line supervisors
- Team leaders
- Emerging leaders

# Course outline

## Detailed course outline

Day-by-day outline for New Leaders Development.

### Day 1 - Transitioning into Leadership

- Understanding the transition from individual contributor to people leader
- Defining the responsibilities and expectations of first-line leaders
- Building professional credibility, trust, and leadership presence
- Applying emotional intelligence to strengthen leadership effectiveness
- Assessing personal leadership strengths and development opportunities
- Adapting leadership approaches to different situations and workplace challenges

### Day 2 - Leading and Developing Individuals

- Applying adaptive leadership techniques to support diverse team members
- Understanding individual motivation and performance drivers
- Communicating expectations, responsibilities, and performance standards clearly
- Delivering constructive feedback and meaningful recognition
- Coaching employees to improve capability, confidence, and accountability
- Managing challenging conversations with professionalism and empathy

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### Day 3 - Building High-Performing Teams

- Understanding team development stages and team behavior
- Strengthening collaboration through trust, engagement, and shared purpose
- Applying proven team performance models to improve effectiveness
- Building inclusive teams that encourage participation and ownership
- Managing conflict constructively while maintaining positive working relationships
- Creating a culture of accountability and continuous team improvement

### Day 4 - Achieving Results Through Effective Leadership

- Setting clear objectives aligned with organizational priorities
- Planning work activities and allocating responsibilities effectively
- Monitoring performance and maintaining accountability
- Prioritizing workloads and managing time efficiently
- Solving operational problems using structured decision-making techniques
- Preparing concise management reports and delivering persuasive recommendations

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### Day 5 - Developing Long-Term Leadership Capability

- Reflecting on leadership performance and identifying development priorities
- Applying balanced leadership approaches that address tasks, teams, and individuals
- Building confidence in decision-making and leadership judgment
- Developing a structured personal leadership development plan
- Creating practical workplace action plans to strengthen leadership effectiveness
- Final leadership simulation, course review, lessons learned, and continuous development planning

# Seminar dates

## Available seminar dates

Live dates and pricing for New Leaders Development generated from the course details page.

Date	Location	Format	Fee
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