Training Course on Authentic Leadership

Professional Development Training Course Outline

Category	Leadership and Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s rapidly evolving professional landscape, Authentic Leadership has emerged as a transformative leadership model that empowers individuals to lead with integrity, transparency, and purpose. Training course on Authentic Leadership is strategically designed to help leaders at all levels harness their inner values, communicate effectively, build trust-based relationships, and create sustainable impact within their organizations. With a focus on self-awareness, emotional intelligence, and ethical decision-making, this course helps participants build genuine connections and a people-centered culture.

Whether you are a business leader, team manager, HR professional, or entrepreneur, this immersive training program offers a robust framework to cultivate your authentic leadership capabilities. Through evidence-based techniques, interactive case studies, and practical learning modules, participants will not only understand the core principles of authentic leadership development but also gain actionable insights to apply in real-world situations to influence, inspire, and drive positive change.

Programme Curriculum

Training Course on Authentic Leadership

Introduction

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Course Objectives

1. Understand the core principles of authentic leadership theory.
2. Develop self-awareness and emotional intelligence for impactful leadership.
3. Foster transparent communication and build organizational trust.
4. Recognize the power of values-driven decision-making.
5. Learn techniques for inclusive leadership and team empowerment.
6. Apply authentic leadership in remote and hybrid work environments.
7. Strengthen resilience and adaptability as a modern leader.
8. Build long-term influence through ethical leadership.
9. Address challenges and conflicts with empathy and honesty.
10. Cultivate diverse leadership styles for cross-functional success.
11. Explore tools for authentic storytelling and leadership branding.
12. Implement strategies for employee engagement and retention.
13. Enhance leadership legacy and succession planning.

Target Audience

1. Mid-level and senior executives
2. Team leaders and project managers
3. Human resource professionals
4. Organizational development specialists
5. Emerging leaders and high-potential employees
6. Entrepreneurs and business owners
7. Executive coaches and consultants
8. Diversity, Equity, and Inclusion (DEI) officers

Course Duration: 5 days

Course Modules

Module 1: Foundations of Authentic Leadership

- Introduction to Authentic Leadership Model
- Key characteristics of authentic leaders
- The psychology of authenticity in leadership
- Role of personal values and purpose
- Barriers to authenticity in corporate settings
- **Case Study**: Howard Schultz's transformation of Starbucks through authenticity

Module 2: Building Self-Awareness and Emotional Intelligence

- Assessing your leadership style and blind spots
- Enhancing self-regulation and mindfulness
- Tools for developing emotional intelligence (EQ)
- Navigating emotions in high-pressure situations
- Cultivating presence and self-confidence
- **Case Study**: Satya Nadella’s emotional intelligence in reshaping Microsoft culture

Module 3: Leading with Purpose and Integrity

- Aligning actions with values and mission
- Ethical decision-making frameworks
- Accountability and integrity in leadership
- Sustaining trust through purpose-driven action
- Personal leadership mission statement workshop
- **Case Study**: Patagonia’s purpose-driven leadership model

Module 4: Building Trust and Transparent Communication

- Trust-building behaviors and consistency
- Vulnerability and openness as leadership strengths
- Active listening and feedback culture
- Handling difficult conversations authentically
- Creating psychologically safe environments
- **Case Study**: Radical candor at Google under Kim Scott’s influence

Module 5: Empowering and Inspiring Teams

- Coaching for performance and potential
- Delegation and autonomy strategies
- Celebrating team wins and individuality
- Inclusive leadership for diverse teams
- Aligning team goals with shared values
- **Case Study**: Indra Nooyi’s people-first leadership at PepsiCo

Module 6: Authentic Leadership in Crisis

- Navigating uncertainty with empathy
- Adaptive leadership strategies

- Communicating during organizational change
- Prioritizing well-being and resilience
- Learning from failure and feedback loops
- **Case Study**: Jacinda Ardern's authentic crisis leadership in New Zealand

Module 7: Personal Branding and Leadership Legacy

- Developing an authentic leadership brand
- Leveraging social media for thought leadership
- Crafting an authentic narrative and presence
- Building influence without manipulation
- Designing a personal legacy action plan
- **Case Study**: Oprah Winfrey's brand of authentic influence

Module 8: Integration and Real-World Application

- Recap of leadership growth journey
- Designing an individual leadership blueprint
- Peer feedback and collaborative reflection
- Real-world leadership simulations
- Long-term action plan and accountability
- **Case Study**: Executive coaching cohort transformation in Fortune 500 firm

Training Methodology

- Workshops, real-life case study analysis
- Guided reflection
- 360-degree feedback tools
- Personal leadership assessments
- Group discussions,
- Leadership simulation exercises.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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