Training Course on Intelligent Felt Leadership

Professional Development Training Course Outline

Category	Leadership and Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's dynamic and increasingly complex organizational landscape, effective leadership transcends traditional management paradigms. **Intelligent Felt Leadership** emerges as a crucial approach, emphasizing the significance of authentic connection, empathy, and visible engagement to drive positive outcomes. This training course is meticulously designed to equip individuals with the skills and mindset to cultivate a leadership style that is not only intellectually sound but also deeply felt by their teams, fostering trust, enhancing collaboration, and ultimately boosting organizational performance. By focusing on **emotional intelligence**, **genuine interaction**, and **leading by example**, participants will learn to create a work environment where individuals feel valued, understood, and motivated to contribute their best. This course will explore the core principles of felt leadership, its profound impact on organizational culture, and practical strategies for immediate implementation.

This intensive program delves into the nuances of building **strong interpersonal relationships**, mastering **effective communication techniques**, and developing a heightened sense of **self-awareness** and **empathy**. Participants will gain practical insights into how their actions and behaviors are perceived, and how to intentionally shape their leadership presence to inspire confidence and commitment. Through interactive exercises, real-world case studies, and personalized feedback, learners will develop the capacity to lead with both their minds and their hearts. The course underscores the organizational benefits of a felt leadership approach, including improved **employee engagement**, reduced **conflict**, enhanced **innovation**, and a stronger **safety culture**. By investing in Intelligent Felt Leadership, organizations can cultivate a cadre of leaders who drive sustainable success through genuine human connection and impactful influence.

Programme Curriculum

Training Course on Intelligent Felt Leadership

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Course Duration

10 days

Course Objectives

1. Mastering Empathy in Leadership
2. Cultivating Authentic Leader Presence
3. Enhancing Communication and Active Listening Skills
4. Building High-Trust Relationships
5. Leading with Emotional Intelligence
6. Driving Engagement and Motivation
7. Fostering a Positive and Inclusive Work Environment
8. Managing and Resolving Conflict Effectively
9. Leading Change with Empathy and Understanding
10. Developing a Coaching Mindset
11. Promoting Accountability and Responsibility
12. Applying Felt Leadership Principles in Practice
13. Measuring the Impact of Felt Leadership

Organizational Benefits

- Enhanced Employee Engagement and Morale
- Improved Communication and Collaboration
- Increased Trust and Psychological Safety
- Reduced Conflict and Improved Relationships
- Higher Productivity and Performance
- Stronger Organizational Culture
- Increased Innovation and Creativity
- Better Employee Retention

- Enhanced Safety Culture
- Improved Leadership Effectiveness at All Levels
- Greater Adaptability to Change
- Stronger Employer Brand
- Increased Customer Satisfaction.

Target Audience

1. Senior Leaders and Executives
2. Mid-Level Managers
3. Emerging Leaders and High-Potential Employees
4. Human Resources and Learning & Development Professionals
5. Safety Managers and Professionals
6. Project Managers
7. Entrepreneurs and Small Business Owners
8. Consultants and Coaches

Course Outline

Module 1: Understanding the Foundations of Intelligent Felt Leadership

- Defining Intelligent Felt Leadership: Blending intellect and empathy in leadership.
- The Historical Evolution of Leadership Theories and the Rise of Human-Centered Approaches.
- Core Principles of Felt Leadership: Visibility, Interaction, Empathy, and Trust.
- The Neuroscience of Connection: How felt leadership impacts the brain and behavior.
- Distinguishing Felt Leadership from Traditional Management Styles.

Module 2: The Power of Emotional Intelligence in Leadership

- Deconstructing Emotional Intelligence: Self-Awareness, Self-Regulation, Social Awareness, and Relationship Management.
- Assessing Your Own Emotional Intelligence: Tools and Techniques for Self-Assessment.
- Developing Self-Awareness: Understanding Your Emotions and Their Impact.
- Mastering Self-Regulation: Managing Your Emotions Effectively Under Pressure.
- The Link Between Emotional Intelligence and Effective Leadership Outcomes.

Module 3: Cultivating Empathy and Understanding Others

- Defining and Practicing Empathy: Stepping into Others' Shoes.
- The Importance of Perspective-Taking in Leadership.
- Identifying and Understanding Different Emotional Needs in the Workplace.
- Developing Active Listening Skills to Enhance Empathy.
- Strategies for Responding Empathetically to Employee Concerns.

Module 4: Building Trust and Psychological Safety in Teams

- The Critical Role of Trust in High-Performing Teams.
- Behaviors that Build and Erode Trust in Leadership.
- Creating a Culture of Psychological Safety: Encouraging Openness and Vulnerability.
- Fostering Transparency and Honesty in Communication.
- Repairing Broken Trust: Strategies for Rebuilding Confidence.

Module 5: Mastering Effective Communication for Felt Leaders

- The Art of Active Listening: Beyond Hearing to Understanding.
- Clear and Concise Verbal Communication Techniques.
- The Power of Non-Verbal Communication and Body Language.
- Providing Constructive Feedback with Empathy and Clarity.
- Facilitating Open Dialogue and Encouraging Participation.

Module 6: Leading with Authenticity and Integrity

- Defining Authentic Leadership: Being True to Yourself.
- Identifying and Living Your Core Values as a Leader.
- The Importance of Integrity and Ethical Decision-Making.
- Building Credibility Through Consistent Actions and Words.
- The Impact of Authentic Leadership on Employee Engagement.

Module 7: Driving Employee Engagement and Motivation Through Connection

- Understanding the Key Drivers of Employee Engagement.
- Strategies for Recognizing and Appreciating Employee Contributions.
- Creating Opportunities for Meaningful Interaction and Connection.
- Empowering Employees and Fostering Autonomy.
- Inspiring Motivation Through Vision and Purpose.

Module 8: Fostering a Positive and Inclusive Work Environment

- Understanding the Principles of Diversity, Equity, and Inclusion.
- Recognizing and Addressing Unconscious Bias in Leadership.
- Creating a Culture Where All Voices Are Heard and Valued.
- Promoting Collaboration and Mutual Respect Among Diverse Teams.
- Leading with Cultural Intelligence in a Globalized World.

Module 9: Managing and Resolving Conflict with Empathy

- Understanding Different Conflict Styles and Their Impact.
- Strategies for Early Identification and Intervention in Conflicts.
- Facilitating Constructive Dialogue and Mediation Techniques.
- Finding Win-Win Solutions Through Empathy and Understanding.
- Building Resilience in Teams to Navigate Future Conflicts.

Module 10: Leading Change with Sensitivity and Support

- Understanding the Human Side of Change and Transition.
- Communicating Change Effectively with Empathy and Transparency.
- Addressing Employee Concerns and Resistance to Change.
- Providing Support and Guidance During Times of Uncertainty.
- Building Resilience and Adaptability in Teams.

Module 11: Developing a Coaching Mindset for Growth

- The Principles of Coaching and Mentoring in Leadership.
- Asking Powerful Questions to Facilitate Employee Development.
- Providing Effective Feedback for Growth and Improvement.
- Setting Development Goals and Creating Action Plans.
- Empowering Employees to Take Ownership of Their Learning.

Module 12: Promoting Accountability and Responsibility with Support

- Creating Clear Expectations and Defining Roles.
- Establishing Systems for Tracking Progress and Performance.
- Providing Support and Resources to Enable Accountability.
- Addressing Performance Issues with Empathy and Fairness.
- Fostering a Culture of Ownership and Responsibility.

Module 13: Applying Felt Leadership in Day-to-Day Interactions

- Practical Strategies for Increasing Leader Visibility.
- Creating Meaningful Opportunities for Interaction with Team Members.
- Incorporating Empathy into Daily Communication and Decision-Making.
- Leading by Example: Modeling the Desired Behaviors.
- Building Strong Relationships Through Consistent and Genuine Engagement.

Module 14: Measuring the Impact and ROI of Felt Leadership Initiatives

- Identifying Key Metrics for Measuring Leadership Effectiveness.
- Tools and Techniques for Gathering Feedback on Felt Leadership Behaviors.
- Analyzing the Impact of Felt Leadership on Employee Engagement and Performance.
- Calculating the Return on Investment (ROI) of Leadership Development Programs.
- Using Data to Drive Continuous Improvement in Leadership Practices.

Module 15: Sustaining a Culture of Intelligent Felt Leadership

- Strategies for Embedding Felt Leadership Principles into Organizational Culture.
- Developing Ongoing Leadership Development Programs and Resources.
- Recognizing and Celebrating Felt Leadership Behaviors.
- Creating a Network of Felt Leaders Within the Organization.
- Continuously Evolving and Adapting Your Felt Leadership Approach.

Training Methodology

This training course will employ a highly interactive and experiential learning methodology, incorporating a blend of:

- **Interactive Workshops:** Engaging sessions with group discussions, case studies, and collaborative problem-solving activities.
- **Experiential Learning:** Role-playing exercises and simulations to practice felt leadership skills in realistic scenarios.
- **Facilitated Discussions:** Open forums for sharing experiences, insights, and best practices.
- **Individual Reflection:** Guided activities to promote self-awareness and personal development.
- **Group Coaching:** Opportunities for participants to receive feedback and support in applying learned concepts.
- **Action Planning:** Development of personalized action plans for implementing felt leadership principles in their respective roles.
- **Multimedia Resources:** Utilization of videos, articles, and interactive tools to enhance learning.
- **Peer Learning:** Opportunities for participants to learn from each other's experiences and perspectives.
- **Case Study Analysis:** Examination of real-world examples of successful and unsuccessful leadership approaches.

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. Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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