# Training Course on Leading Through Resilience and Agility

Professional Development Training Course Outline

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

## Course Introduction

In today's rapidly evolving and often unpredictable business landscape, the ability to not only withstand challenges but also to adapt and thrive in the face of change is paramount. This comprehensive training course, **Leading Through Resilience and Agility**, equips leaders with the essential frameworks, practical strategies, and actionable techniques to cultivate both personal and organizational **resilience**. Participants will learn how to navigate uncertainty, bounce back from setbacks, and foster a culture of **agility** within their teams. By focusing on developing key leadership competencies such as **adaptive leadership**, **change management**, and **stress management**, this program empowers leaders to inspire confidence, drive innovation, and ensure sustained success in dynamic environments. Mastering **resilient leadership** and promoting **organizational agility** are no longer optional; they are critical imperatives for achieving a competitive edge and fostering long-term growth.

This intensive program delves into the core principles of building a **resilient organization** and leading with **agility**. Through interactive sessions, case studies, and practical exercises, leaders will gain a deep understanding of how to develop **mental toughness**, enhance **emotional intelligence**, and build high-performing teams that can pivot effectively. The course emphasizes the importance of proactive risk management, effective communication during times of crisis, and the ability to learn and evolve rapidly. By investing in this training, organizations can cultivate a leadership cohort that is not only prepared for future challenges but is also adept at turning adversity into opportunity through **strategic agility** and a deeply ingrained culture of **resilience building**.

## Programme Curriculum

**Training Course on Leading Through Resilience and Agility**

**Introduction**

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**Course Duration**

5 days

**Course Objectives**

Upon completion of this training course, participants will be able to:

1. Define and understand the core principles of **resilience** and **agility** in a leadership context.
2. Assess their own levels of **personal resilience** and identify areas for growth.
3. Develop strategies for enhancing **emotional regulation** and managing stress effectively.
4. Learn practical techniques for fostering **team resilience** and cohesion during challenging times.
5. Apply the principles of **adaptive leadership** to navigate uncertainty and complexity.
6. Implement effective **change management** strategies to lead teams through transitions.
7. Cultivate a **growth mindset** within themselves and their teams to embrace learning and development.
8. Enhance their **problem-solving skills** and decision-making abilities under pressure.
9. Develop strong **communication strategies** for building trust and transparency during times of change.
10. Foster a culture of **innovation** and experimentation to drive organizational agility.
11. Implement strategies for **risk management** and proactive planning to mitigate potential disruptions.
12. Learn to build **high-performing teams** that are adaptable and responsive to evolving needs.
13. Develop an action plan for embedding **resilience and agility** principles within their organization.

**Organizational Benefits**

- Increased **organizational resilience** to internal and external disruptions.
- Enhanced **adaptability** and responsiveness to market changes and emerging trends.

- Improved **employee engagement** and morale through supportive leadership.
- Stronger **team cohesion** and collaboration in the face of adversity.
- Enhanced **innovation** and problem-solving capabilities across the organization.
- More effective **change management** processes and smoother transitions.
- Reduced stress and burnout among employees and leaders.
- Improved overall **organizational performance** and sustainability.

**Target Participants**

1. Senior Leaders and Executives
2. Middle Management Professionals
3. Team Leaders and Supervisors
4. Project Managers
5. Human Resources Professionals
6. Change Management Practitioners
7. Emerging Leaders
8. Individuals seeking to enhance their leadership capabilities

**Course Outline**

**Module 1: Understanding Resilience and Agility**

- Defining resilience and its importance in today's context.
- Exploring the concept of agility and its different dimensions.
- The interconnectedness of resilience and agility in effective leadership.
- Identifying the key drivers of organizational vulnerability and the need for resilience.
- Case studies of resilient and agile organizations.

**Module 2: Building Personal Resilience**

- Assessing your current resilience levels and identifying strengths and weaknesses.
- Developing emotional intelligence for enhanced self-awareness and regulation.
- Strategies for managing stress, preventing burnout, and promoting well-being.
- Cultivating a positive mindset and practicing self-compassion.
- Building a strong support network and leveraging resources.

**Module 3: Fostering Team Resilience**

- Creating a psychologically safe and trusting team environment.
- Promoting open communication and transparency within the team.
- Developing shared goals and a collective sense of purpose.
- Empowering team members and fostering autonomy.
- Strategies for navigating team conflict and setbacks effectively.

**Module 4: Leading with Adaptive Leadership**

- Understanding the principles of adaptive leadership in complex situations.
- Identifying and addressing adaptive challenges versus technical problems.
- Experimenting and learning from both successes and failures.
- Mobilizing others to tackle difficult issues collaboratively.
- Developing the capacity for systems thinking and navigating ambiguity.

**Module 5: Mastering Change Management**

- Understanding the different stages of the change process.
- Developing effective communication strategies for leading through change.
- Identifying and addressing resistance to change.
- Building buy-in and engaging stakeholders in the change journey.
- Sustaining change and embedding new practices.

**Module 6: Cultivating a Growth Mindset**

- Understanding the difference between a fixed and a growth mindset.
- Developing strategies for fostering a growth mindset in yourself and your team.
- Embracing challenges and viewing failures as learning opportunities.
- Promoting a culture of continuous learning and development.
- Providing constructive feedback to support growth.

**Module 7: Enhancing Problem-Solving and Decision-Making**

- Developing critical thinking skills for effective problem analysis.
- Utilizing various problem-solving frameworks and techniques.
- Making sound decisions under pressure and with limited information.
- Learning from past decisions and adapting future approaches.
- Fostering collaborative problem-solving within teams.

**Module 8: Embedding Resilience and Agility in the Organization**

- Developing a strategic framework for building a resilient and agile organization.
- Identifying key levers for organizational change and development.
- Implementing practices that promote continuous improvement and adaptation.
- Measuring and tracking progress in building resilience and agility.
- Creating a culture that values and rewards resilience and agility.

**Training Methodology**

This training course will utilize a blend of interactive and engaging methodologies, including:

- **Interactive Lectures and Discussions:** Facilitating understanding of key concepts and principles.
- **Case Studies:** Analyzing real-world examples of resilient and agile leadership.
- **Group Activities and Exercises:** Providing opportunities for practical application of learned skills.
- **Role-Playing Scenarios:** Simulating leadership challenges in dynamic environments.
- **Individual Reflection and Action Planning:** Encouraging personal growth and application of learning.
- **Q&A Sessions:** Addressing participant queries and fostering deeper understanding.

**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**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com