Training Course on Reflective 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 world, reflective leadership has emerged as a critical competency for professionals aiming to foster empathy, self-awareness, and strategic thinking. Reflective leaders are not only decision-makers but also introspective influencers who understand how their values, behaviors, and emotional intelligence shape the organizational culture. Training Course on Reflective Leadership designed to empower leaders to pause, reflect, and recalibrate their strategies for impactful and transformative leadership.

This training will bridge the gap between traditional leadership and modern mindful leadership through evidence-based practices and interactive learning. Participants will explore tools and frameworks to cultivate a growth mindset, increase emotional agility, and strengthen their adaptive leadership abilities. The course emphasizes self-reflection, critical feedback loops, and continuous learning as essential components of sustainable leadership.

Programme Curriculum

Training Course on Reflective Leadership

Introduction

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13 Learning Objectives

1. Develop emotional intelligence to enhance interpersonal relationships.
2. Cultivate self-awareness and reflective thinking practices.
3. Strengthen decision-making through values-based leadership.
4. Promote transformational leadership in organizational settings.
5. Understand and apply mindfulness techniques in leadership.
6. Foster an inclusive environment through empathic leadership.
7. Evaluate personal leadership styles using 360-degree feedback.
8. Enhance resilience and emotional regulation in high-pressure contexts.
9. Build a personalized leadership development plan.
10. Apply systems thinking to problem-solving.
11. Align personal and organizational values for ethical leadership.
12. Utilize feedback culture for continuous improvement.
13. Implement adaptive strategies for complex change management.

Target Audience

1. C-suite executives
2. Middle managers
3. Team leaders
4. HR professionals
5. Project managers
6. Non-profit organization leaders
7. Healthcare administrators
8. Emerging young professionals

Course Duration: 5 days

Course Modules

Module 1: Foundations of Reflective Leadership

- Define reflective leadership and its core principles.
- Understand the importance of introspection and self-leadership.
- Identify personal leadership values and belief systems.
- Explore the neuroscience of reflection and emotional intelligence.
- Engage in self-assessment using leadership style inventories.
- **Case Study:** A CEO's journey from reactive to reflective leadership.

Module 2: Cultivating Self-Awareness and Emotional Intelligence

- Explore the four domains of emotional intelligence (EQ).
- Recognize personal triggers and behavioral patterns.
- Apply emotional regulation techniques in leadership contexts.
- Use journaling and mindfulness for deeper self-awareness.
- Leverage feedback tools for insight and growth.
- **Case Study:** Leading with EQ during a corporate merger.

Module 3: Feedback as a Tool for Growth

- Differentiate between constructive and destructive feedback.
- Develop a feedback-rich leadership culture.
- Learn to receive feedback with openness and clarity.
- Use reflective questions to process feedback effectively.

- Practice real-time feedback exercises.
- **Case Study:** Transforming a toxic team with open feedback loops.

Module 4: Ethical and Values-Based Leadership

- Discover your core leadership values.
- Explore ethical dilemmas and decision-making frameworks.
- Align actions with organizational mission and vision.
- Lead with integrity in crisis situations.
- Model ethical behavior across teams.
- **Case Study:** Navigating ethical leadership in a data privacy breach.

Module 5: Leading with Empathy and Inclusivity

- Define empathy in a leadership context.
- Recognize unconscious bias and its impact on team dynamics.
- Build inclusive team cultures through active listening.
- Encourage psychological safety in the workplace.
- Implement DEI (Diversity, Equity, Inclusion) initiatives with purpose.
- **Case Study:** Building inclusive leadership in a global tech firm.

Module 6: Adaptive and Strategic Thinking

- Differentiate between tactical and strategic leadership.
- Embrace change using adaptive thinking models.
- Practice scenario planning for complex environments.
- Make decisions under ambiguity and uncertainty.
- Balance short-term results with long-term goals.
- **Case Study:** Strategic pivoting during the COVID-19 pandemic.

Module 7: Mindfulness and Stress-Resilient Leadership

- Learn mindfulness meditation for leadership clarity.
- Apply stress-reduction tools in high-stakes scenarios.
- Improve focus and presence through mindful practices.
- Build a wellness routine to support leadership resilience.
- Reduce burnout with daily reflective habits.
- **Case Study:** Resilient leadership in healthcare during crisis recovery.

Module 8: Creating a Personal Leadership Development Plan

- Assess growth areas using past reflections.
- Set SMART goals for leadership development.
- Identify mentors and support networks.
- Create a 12-month reflective practice calendar.
- Design accountability structures for progress tracking.
- **Case Study:** A leader’s transformation through structured self-coaching.

Training Methodology

- Interactive workshops with leadership simulations
- Guided journaling and mindfulness exercises
- Small group coaching sessions for peer learning
- Scenario-based case studies and role-playing
- Online reflective assignments and progress logs
- Pre- and post-assessments with personalized feedback

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

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