Training Course on The Middle Manager Development Programme

Professional Development Training Course Outline

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

Course Introduction

Middle managers play a pivotal role in bridging the gap between senior leadership and frontline employees. Training Course on The Middle Manager Development Programme is designed to equip professionals with the leadership skills, strategic thinking, and decision-making abilities necessary to drive organizational success. With today’s evolving business landscape, this course empowers managers to confidently lead teams, manage change, and deliver exceptional results across diverse industries.

This immersive programme integrates real-world case studies, experiential learning, and performance coaching to strengthen managerial capabilities. Whether transitioning into a new leadership role or refining your existing skills, participants will gain insights into people management, emotional intelligence, conflict resolution, and data-driven leadership—critical skills for thriving in modern workplaces.

Programme Curriculum

Training Course on The Middle Manager Development Programme

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Course Objectives

1. Strengthen leadership and managerial communication skills
2. Develop emotional intelligence and team empowerment strategies
3. Master conflict resolution and difficult conversations
4. Understand data-driven decision making in management
5. Improve strategic planning and goal alignment
6. Foster a culture of accountability and ownership
7. Promote diversity, equity, and inclusion (DEI) in teams
8. Manage change through agile leadership frameworks
9. Enhance performance management and coaching techniques
10. Build resilience through stress management and mental wellness
11. Encourage innovation with design thinking methodologies
12. Improve cross-functional collaboration
13. Create personalized career growth roadmaps for team members

Target Audience

1. New and aspiring middle managers
2. Current supervisors looking to upskill
3. Department heads and team leaders
4. High-potential employees on a leadership track
5. HR professionals supporting leadership development
6. Project managers and program coordinators
7. Operations and logistics leaders
8. Professionals in cross-functional leadership roles

Course Duration: 10 days

Course Modules

Module 1: Foundations of Middle Management

- Defining the role of a middle manager
- Understanding organizational dynamics
- Balancing strategic and operational priorities
- Key expectations from senior leadership
- Developing a leadership mindset

Module 2: Leadership and Influence

- Leading with integrity and vision
- Building credibility and trust
- Motivating diverse teams
- Adapting leadership styles
- Leading through influence, not authority

Module 3: Communication Mastery for Managers

- Active listening techniques
- Clear, concise verbal and written communication
- Giving and receiving feedback
- Handling difficult conversations
- Presenting to senior stakeholders

Module 4: Emotional Intelligence in Leadership

- Understanding self-awareness
- Managing personal triggers
- Empathy and team motivation
- Building strong relationships
- Leveraging EQ in decision-making

Module 5: Strategic Thinking and Execution

- Aligning team goals with business strategy
- Prioritization frameworks
- SMART goal setting
- Time and resource management
- Measuring outcomes and ROI

Module 6: Conflict Management and Resolution

- Identifying root causes of conflict
- Conflict resolution styles
- Mediation techniques
- Creating win-win solutions
- Maintaining team harmony

Module 7: Performance Management and Coaching

- Setting clear expectations
- Conducting performance reviews
- Continuous feedback and coaching
- Recognizing and rewarding performance
- Developing underperformers

Module 8: Managing Change Effectively

- Understanding change models (Kotter, ADKAR)
- Communicating change with clarity
- Handling resistance
- Leading during transitions
- Sustaining change momentum

Module 9: Time and Stress Management

- Identifying time wasters
- Prioritization tools (Eisenhower Matrix)
- Managing stress and burnout
- Work-life integration strategies
- Delegation best practices

Module 10: Building High-Performing Teams

- Stages of team development
- Roles and responsibilities clarity
- Fostering collaboration
- Managing remote/hybrid teams
- Celebrating team wins

Module 11: Diversity, Equity & Inclusion in Teams

- The business case for DEI
- Overcoming unconscious bias
- Inclusive communication
- Creating a safe team environment
- Measuring inclusion success

Module 12: Innovation and Creative Problem Solving

- Design thinking principles
- Brainstorming and ideation techniques
- Problem-solving frameworks
- Encouraging innovative culture
- Real-world innovation case studies

Module 13: Data-Driven Decision Making

- Key performance indicators (KPIs)
- Interpreting dashboards and reports
- Making data-backed decisions
- Using analytics for team insights
- Tools for data visualization

Module 14: Career Development and Talent Growth

- Coaching for career progression

- Individual development plans (IDPs)
- Succession planning
- Mentorship programs
- Encouraging lifelong learning

Module 15: Capstone Leadership Challenge

- Real-world simulation project
- Peer feedback and coaching
- Presentation to mock executive board
- Reflection and lessons learned
- Action plan for real job implementation

Training Methodology

- Interactive workshops
- Simulations
- role-plays
- group discussions
- real-life case studies
- personalized coaching

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	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

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

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