AMA2186: Collaborative Leadership Skills Training

Duration: **2 Day**

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In today's workplace, organizational success depends not only on individual performance but also on effective collaboration across teams, functions, and departments. Barriers such as siloed thinking, limited communication, and competing priorities can prevent organizations from achieving their goals.

The Collaborative Leadership Skills course helps managers develop the leadership behaviors needed to foster trust, encourage knowledge sharing, and strengthen employee engagement. Participants learn how to create environments where collaboration thrives and where individuals and teams work together toward shared objectives.

Through practical exercises and real-world scenarios, leaders gain the tools required to build stronger relationships, improve cross-functional cooperation, and establish a culture of collective success.

Who Should Attend

This course is ideal for:

- Mid-level managers
- Team leaders
- Department managers
- Project managers
- Leaders working across multiple functions
- Managers seeking to improve employee engagement and collaboration

What You Will Learn

By the end of this course, participants will be able to:

- Apply leadership behaviors that promote collaboration
- Encourage employee involvement in problem-solving and decision-making
- Reduce organizational silos and improve cross-functional teamwork
- Build trust-based working relationships
- Increase accountability and ownership within teams
- Adapt communication approaches to different work styles
- Create processes that support collaboration
- Foster knowledge sharing across the organization

Training Outline

Module 1: Mastering the Principles of Collaboration

Topics Covered

- The value of collaboration in organizational success
- Principles of effective collaboration
- Aligning teams around shared objectives
- Building trust and transparency

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- Tools and techniques that support collaboration

Practical Activities

- Assessing collaboration effectiveness
- Analyzing team and cross-functional interactions

Module 2: Becoming a Collaborative Leader

Topics Covered

- Leadership behaviors that encourage collaboration
- Selecting the appropriate leadership style for different situations
- Adaptive leadership skills
- Building trust and credibility
- Evaluating leadership effectiveness

Network and Relationship Building

- Expanding professional networks
- Strengthening internal relationships
- Promoting information sharing

Module 3: Building Disciplined Processes and Unified Teams

Topics Covered

- Foundations of high-performing teams
- Designing collaborative work processes
- Strengthening team alignment
- Encouraging shared responsibility

Overcoming Collaboration Barriers

- Organizational silos
- Communication breakdowns
- Trust issues
- Competitive behaviors
- Resistance to change

Gaining Buy-In

- Building stakeholder support
- Creating a shared vision
- Encouraging participation and commitment

Module 4: Enhancing Collaborative Communication

Topics Covered

- Collaborative communication processes
- Improving transparency and information flow
- Creating a feedback-oriented culture

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- Strengthening workplace relationships

Active Listening Skills

- Levels of listening
- Empathetic communication
- Trust-building listening techniques

Constructive Conflict Management

- Identifying conflict early
- Resolving disagreements collaboratively
- Applying win-win approaches
- Leveraging diverse perspectives

Digital Collaboration and Social Networking

Topics Covered

- Digital collaboration tools
- Professional use of social platforms
- Knowledge-sharing practices
- Collaborating in virtual environments

Building Accountability and Ownership

Topics Covered

- Creating results-focused teams
- Empowerment and trust
- Shared responsibility
- Developing ownership for outcomes

Expected Outcomes

Upon completion, participants will be better equipped to build stronger working relationships, improve collaboration across teams and departments, increase employee engagement, and create a culture that supports innovation, accountability, and organizational success.