Manager to Leader Training

BILGINC IT Academy
info@bilginc.com
+44 20 3807 0925
+90 212 282 7700

Duration: **3 Day**

Overview

Moving from management into leadership involves much more than taking on a new title or additional responsibilities. It requires a meaningful shift in how you think, engage with people, and approach decisions.

From Manager to Leader is an immersive three-day course designed to help participants move beyond task and process-focused management towards a more empowering and effective leadership approach.

The programme focuses on authentic leadership, shared purpose, and building relationships based on trust. Participants explore practical approaches for navigating ambiguity, strengthening collaboration across teams, and creating meaningful impact throughout the organisation.

Whether you are preparing to step into a leadership position or looking to further develop your existing leadership approach, this course provides practical tools and perspectives to help you lead with greater purpose, clarity, and confidence.

Prerequisites

There are no prerequisites for this course.

Who Should Attend

This course is designed for:

- Managers making the transition into leadership roles,
- Leaders looking to strengthen their strategic thinking and broaden their influence,
- Professionals seeking to increase their leadership impact in hybrid and diverse working environments.

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What You Will Learn

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

- Identify how personal strengths and values influence their leadership impact,
- Establish trust and leadership credibility by promoting authenticity and psychological safety,
- Align personal, team, and organisational values to build a strong foundation for leadership,
- Develop a values-driven leadership vision and translate it into actionable priorities,
- Lead teams confidently through periods of change while managing resistance and strengthening resilience,
- Improve collaboration and inclusion by addressing organisational silos and creating alignment around shared goals,
- Reframe setbacks as opportunities for learning, innovation, and experimentation,
- Make strategic decisions by balancing current priorities with longer-term objectives,
- Map key stakeholders and strengthen influence through purposeful engagement and strategic communication,
- Challenge ideas constructively while maintaining strong relationships and creating alignment,
- Use coaching frameworks to address challenges and help others realise their potential,
- Define their leadership legacy and establish a measurable plan for sustaining their impact over time.

Outline

Day 1: From Self-Awareness to Values-Based Leadership

Developing the leader's mindset:
Move beyond task and process management towards strategic leadership while exploring individual strengths and areas for development.

Awareness and authenticity:
Build trust and leadership credibility by creating greater alignment between personal values, behaviours, and actions.

Connecting through values:
Connect personal, team, and organisational values to establish a meaningful sense of shared purpose.

Creating a purposeful vision:
Develop and communicate a values-based leadership vision that inspires teams, provides direction, and strengthens alignment.

Day 2: Leading Through Collaboration, Change, and Innovation

Leading change with resilience:
Navigate organisational change with empathy, clarity, and adaptability while helping teams develop greater resilience.

Building bridges and overcoming silos:
Strengthen collaboration across teams and functions, reduce organisational barriers, and create alignment around common goals.

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Turning challenges into opportunities:
Reframe setbacks and difficulties as opportunities for learning and growth while encouraging innovation and experimentation.

Thinking strategically:
Balance immediate priorities with longer-term objectives to make decisions that create meaningful and sustainable impact.

Day 3: Expanding Leadership Influence and Impact

Influencing stakeholders:
Identify and map key stakeholders and use purposeful engagement and strategic communication to extend leadership influence.

Courageous conversations:
Address disagreement, conflict, and misalignment with empathy and clarity to achieve constructive outcomes.

The leader as coach:
Apply coaching frameworks to empower team members, strengthen performance, and unlock individual potential.

Shaping culture and lasting impact:
Create a sustainable leadership legacy by using values, organisational alignment, and strategic action to positively influence culture and long-term performance.