CINPAA | INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

سينبا | التعاونية الدولية للتدريب والاستشارات



Training programme:

Advanced High Performance Leadership Program

Delivered in several cities and dates

OUR INTERNATIONAL PARTNERS:

ISDE Law Business School High Performance Education

Higher Institute of Law and Business (ISDE)

Professional Development Institute

Professional Development Institute

Universidad Camilo José Cela

Camilo José Cela University

SEK EDUCATION GROUP

ISO 29993:2017 Learning services for non-formal education and training

ISO 9001:2015

Advanced High Performance Leadership Program

About the programme:

INTRODUCTION: This advanced level leadership program is aimed at giving you the skills you need to manage and lead people to an advanced level - focusing on six key areas of leadership - Communication, Innovation, Vision, Inspiration, Enabling and Encouragement. You will have the opportunity to test your current skills and be challenged and coached to become the best leader you can be. Using case studies and examples from great historical leaders, and the elite of the modern business world, we will investigate leadership and human behavioral patterns, look at changes in business trends, study

Objectives:

Developing participants' skills, knowledge, values and professional approaches in:

- **a.** Understand the real meaning of leadership
- **b.** Become a master of communication and influence
- **c.** Create and harness the power of vision and visualization
- **d.** Motivate and inspire people
- **e.** Learn how to have a magnetic personality
- **f.** Create momentum and urgency within yourself and others
- **g.** Learn how to engage, inspire and enable your people
- **h.** The style
- **i.** The accountability
- **j.** The payback
- **k.** The enabler
- **l.** The shield
- **m.** The sword

Target audience:

- **a.** general managers
- **b.** directors
- **c.** heads of department
- **d.** change managers

Daily programme:

• Day 1: The leadership journey and the new working reality

- **a.** What true leadership means: lessons from historical and contemporary leaders
- **b.** Modern leadership and its impact on organisational performance and public service
- **c.** Human behaviour and predictable outcomes in teams working under pressure
- **d.** Force field analysis, the comfort zone and employee versus entrepreneurial mindsets
- **e.** Case study: applying force field analysis to a change the participant is currently leading
- **f.** Day output: personal map of driving and restraining forces for a current change

• Day 2: Leaders, managers and the power of vision

- **a.** Leaders versus managers and the equalising effect of a fast-changing environment
- **b.** Why a clear vision changes behaviour and what makes a vision credible
- **c.** Self-image and visualisation: the ideas behind psycho-cybernetics and their link to vision
- **d.** Goal setting as the mechanism that turns a vision into measurable results
- **e.** Workshop: drafting a personal leadership vision and visualising its outcomes
- **f.** Day output: first draft of a personal leadership vision

- **Day 3: Vision, mission, values and communication styles**

a. The mastermind group as a source of challenge, ideas and accountability

b. Positive mental attitude and the energy a strong vision gives to a team

c. Linking vision to mission and values and building a realistic vision timeline

d. Discovering your own communication style and identifying the styles of others

e. Workshop: writing a team vision statement and the goals that will deliver it

f. Day output: vision statement with linked goals and a timeline

- **Day 4: Listening, questioning and selling ideas**

a. Motivating and influencing colleagues according to their communication style

b. Body language, the five levels of listening and advanced questioning techniques

c. Selling ideas and vision and gaining buy-in from colleagues and stakeholders

d. Excellence in communication as the basis for persuasive proposals

e. Workshop: role play presenting a proposal and securing buy-in from a sceptical stakeholder

f. Day output: communication style profile and buy-in approach for a proposal

- **Day 5: Building a culture of innovation**

a. Creating a culture of innovation and engaging people to generate new ideas

b. Left-brain and right-brain thinking and their role in creative work

c. Creative thinking and problem-solving techniques, including sticky-note sessions

d. Suggestion schemes, reward criteria and keeping staff ideas flowing

e. Workshop: structured idea-generation session on a real operational problem

f. Day output: long list of ideas generated for one operational problem

- **Day 6: Evaluating ideas and innovating to reduce costs**

a. Creative problem solving: quantity versus quality and absolute versus desirable criteria

b. Using multidisciplinary teams and innovation to reduce costs and improve services

c. Turning selected ideas into small pilots with clear owners and measures

d. Recognising and rewarding contributions to innovation projects fairly

e. Workshop: screening ideas against absolute and desirable criteria

f. Day output: shortlist of evaluated improvement ideas with selection criteria

- **Day 7: Influence, confidence and enthusiasm**

a. The relationship bank account, the give-to-get ratio and confidence in influencing

b. Ten reliable deposits that build trust in working relationships

c. Enthusiasm and passion as visible and contagious leadership behaviours

d. The BE-DO-GET model and the pipeline principle for sustained results

e. Workshop: planning relationship deposits with three key colleagues

f. Day output: influence plan for one key stakeholder

- **Day 8: The leadership challenge**

a. Rule number one, everything matters: standards in small daily actions

b. The importance of stretching ourselves and why standing still is no longer an option

c. Association and its impact on our ability to inspire others

d. Receiving feedback on our leadership abilities from other leaders

e. Workshop: structured peer feedback exchange on leadership behaviours

f. Day output: summary of peer feedback with priority areas

- **Day 9: Inspirational leadership**

a. Even eagles need a push: the cycle of personal growth for leaders

b. Why some people inspire others and why people want to be inspired

c. Human behavioural patterns and cultural differences that shape inspiration

d. Forms and styles of inspiration: a decision, a skill or an inborn trait

e. Case study: comparing two leaders who inspired teams in different cultural settings

f. Day output: personal inspiration style profile

- **Day 10: Winners, planners and the enabler**

a. Why some people succeed and others fail, and the difference between dreamers and planners

b. Lighting a fire under your people without relying on pressure

c. What an enabler is and why managers and enablers are so different

d. The skills required to become an enabler in a modern organisation

e. Workshop: self-assessment of enabling skills with examples from current work

f. Day output: enabling skills gap analysis

- **Day 11: Enabling across cultures and engaging people**

a. The enabler: why sharing power builds trust, loyalty and stronger results

b. Enabling in different cultures and resistance to an enabling business culture

c. Why enablers are stronger than managers in sustaining performance over time

d. Why most employees are not engaged by their work and how leaders can respond

e. Case study: introducing delegated authority in a hierarchical department

f. Day output: enabling plan with delegated decisions for one team

- **Day 12: Engagement, meetings and recognition**

a. The 45-year plan and its effect on motivation across a working life

b. Engagement in meetings and presentations and the true cost of unproductive meetings

c. Everyday engagement principles and knowing where to draw the line

d. Recognition and rewards that reinforce the behaviours the team needs

e. Case study: reviewing a team's engagement problem and choosing recognition and enabling actions

f. Day output: team engagement action plan with recognition measures

- **Day 13: Personal leadership challenge and the dream**

a. Reviewing the programme: vision, communication, innovation, enabling and engagement

b. Defining a personal leadership challenge linked to the participant's current role

c. The dream: a long-term personal and professional aspiration as a leader

d. Building accountability for progress through peers and a mastermind group

e. Workshop: presenting a personal leadership challenge to peers for structured challenge

f. Day output: personal leadership challenge and 90-day development plan

Training methods and certificates:

Our programmes are built on modern pedagogy that combines theoretical knowledge with practical application, in line with participants' needs and the demands of the workplace. Methods include:

- **Interactive workshops:** analysis of real data and group discussions that strengthen practical understanding.
- **Case studies:** examples from international organisations that highlight real successes and challenges.
- **Realistic simulations:** participants train through professional scenarios that mirror real situations requiring decisions and situation management.
- **Advanced tools and technologies:** hands-on practice with up-to-date training software and tools suited to each field.

Certificates:

On successful completion, participants receive a certificate issued by CINPAA, a training institute officially registered in the European Union, Spain and the United Kingdom.

CINPAA - Cooperative International for Training and Consulting

Our programmes are delivered within academic and professional partnerships, cooperation agreements and memoranda of understanding with a number of academic and professional institutions, including:

- **Camilo José Cela University - Spain**
- **ISDE - Law & Business School - International**
- **Professional Development Institute - United Kingdom**

These partnerships aim to exchange expertise, develop training content and raise programme quality in line with international best practice.

Kind regards,
International Programmes Department
"CINPAA" INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

Course details and registration

Course Details | Registration

Programme	**Advanced High Performance Leadership Program**	Course Title
Language	**English**	Course Language
Venue	**Several cities and dates – see the table below**	Venue
Financial offer	**Sent separately, according to the number of participants and the delivery conditions.**	Financial Offer

Registration and confirmation:

To register, please use one of the following:

a. Complete the programme request form on our website.

b. Or send an email from your training department.

c. Or a nomination letter from your organisation.

Send your confirmation by:

Email	info@cinpaa.org
WhatsApp	+34 635 867 686

Our team is ready to advise on accommodation and logistics before and during your stay.

Planned programme dates:

City	Dates
Cairo, Egypt	08 - 24 Mar 2027
Madrid, Spain	14 - 30 Jun 2027
Barcelona, Spain	13 - 29 Sep 2027
London, United Kingdom	13 - 29 Dec 2027

The programme can be delivered in other cities and on other dates to suit your organisation, at the length you need. The cities are listed on the last page.

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Cities where we deliver our programmes:

This programme can be delivered in any of the following cities, and elsewhere on request.

Albania Tirana, Saranda	**Australia** Sydney	**Austria** Vienna, Hallstatt, Salzburg / Zell am See	**Azerbaijan** Baku
Bahrain Manama	**Belgium** Brussels, Bruges	**Bosnia and Herzegovina** Sarajevo	**Canada** Toronto, Montreal
China Hong Kong, Shanghai, Beijing, Guangzhou	**Croatia** Dubrovnik	**Cyprus** Nicosia, Limassol, Larnaca	**Czech Republic** Prague
Egypt Cairo, Sharm El Sheikh, Alexandria, Hurghada	**France** Paris	**Georgia** Tbilisi, Batumi	**Germany** Munich, Berlin, Düsseldorf, Frankfurt
Greece Athens, Rhodes	**Hungary** Budapest	**Indonesia** Bali, Jakarta	**Ireland** Dublin
Italy Rome, Florence, Milan, Venice, Como	**Japan** Tokyo	**Jordan** Amman, Aqaba	**Kuwait** Kuwait City
Malaysia Kuala Lumpur	**Maldives** Maldives	**Mauritius** Mauritius	**Montenegro** Budva, Kotor
Morocco Casablanca, Marrakech, Tangier, Rabat	**Netherlands** Amsterdam	**Oman** Muscat, Salalah	**Philippines** Manila
Poland Krakow, Warsaw	**Portugal** Lisbon, Porto	**Qatar** Doha	**Russia** Moscow
Saudi Arabia Riyadh, Jeddah, Dammam	**Serbia** Belgrade	**Slovenia** Ljubljana	**South Korea** Seoul
Spain Madrid, Barcelona, Valencia, Alicante, Benidorm, Malaga / Marbella, San Sebastian, Granada, Cordoba, Canary Islands, Seville, Bilbao	**Switzerland** Geneva, Luzern, Zurich, Interlaken, Zermatt, Lugano	**Thailand** Bangkok, Phuket	**Tunisia** Tunis
Turkey Istanbul, Antalya, Trabzon, Bursa, Izmir, Bodrum, Antakya (Hatay)	**United Arab Emirates** Dubai, Abu Dhabi	**United Kingdom** London, Edinburgh, Manchester, Birmingham	**United States** Miami, New York, Los Angeles, Washington