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# Leadership Habit Maintenance and Relapse Prevention Training Course for Experienced Managers

4 – 8 April 2027
Istanbul

# Leadership Habit Maintenance and Relapse Prevention Training Course for Experienced Managers

**Ref:** 2645_100645 **Date:** 4 – 8 April 2027 **Location:** Istanbul **Fees:** 4900 GBP

Leadership Habit Maintenance and Relapse Prevention is a 1-week training course for experienced managers who have already completed leadership development and want the new behaviours to hold, with each participant building a Habit Maintenance Charter. Organisations invest in leader development, then watch new habits fade once deadline pressure returns. Jupiter Prime Training offers this leadership habit maintenance course.

## Why Leadership Habit Maintenance and Relapse Prevention Matters Now

Three forces shape leadership habit maintenance today: leaner management layers that leave little reflection time, hybrid working that removes the casual cues once prompting good behaviour, and employees who notice quickly when a manager slides back into old patterns. Protecting new behaviours turns development spend into better team conversations; ignoring relapse breeds cynicism. The course rests on established behaviour-change practice: cue and routine design, implementation intentions, deliberate practice, structured peer observation and relapse planning drawn from health and performance psychology.

## Who Gains Most from Leadership Habit Maintenance and Relapse Prevention

- Managers turning recent leadership learning into visible weekly behaviour
- Department heads keeping coaching and feedback routines alive in busy periods
- Line leaders who own one-to-one conversations and recognition practice
- Project and operations managers leading under recurring deadline pressure
- Managers asked to coach newer colleagues through their own early leadership behaviour change

Cohorts of managers from the same leadership intake gain most when several attend together, leaving with a ready-made peer observation circle.

## Leadership Habit Maintenance and Relapse Prevention Capabilities

Participants build a working system for detecting drift, recovering quickly and keeping habits visible.

- Assess which leadership behaviours have held, faded or reverted since earlier development — personal priority setting
- Design cue, routine and reward sequences that anchor a chosen behaviour in the working week — habit stability
- Build a peer observation agreement with structured behavioural feedback — colleagues who see the manager lead
- Specify high-risk situations and if-then responses for pressure periods — relapse recovery decisions
- Apply habit-coaching conversations with direct reports and newer managers — their own behaviour change
- Communicate a dated personal maintenance commitment to a sponsor or line manager — ongoing accountability

## Key Leadership Habit Maintenance and Relapse Prevention Terms

- Habit decay — the gradual weakening of a new behaviour once its supporting cues and rewards disappear.
- Relapse trigger — a specific situation, emotion or workload pattern that reliably pulls a manager back to an earlier behaviour.
- Implementation intention — a pre-planned if-then statement linking a defined situation to the leadership response chosen in advance.
- Behavioural baseline — a recorded description of how often and how well a behaviour occurs before maintenance work begins.
- Peer observation circle — a small group of managers who watch each other lead and give structured, behaviour-specific feedback.
- Recovery routine — the short sequence a manager follows after a lapse to restore the behaviour without abandoning it.

## Leadership Habit Maintenance and Relapse Prevention Day by Day

## Day 1: Taking Stock of Leadership Behaviour Since Development

- Behaviour Inventory Review — Which Development Commitments Held or Faded
- Behavioural Baseline Recording — Measuring Current Frequency of Chosen Leadership Habits
- Habit Decay Patterns — Why Learned Behaviours Weaken Back at Work
- Stakeholder Perception Check — How Teams Experience the Manager Today
- Priority Habit Selection — Choosing Two Behaviours Worth Protecting First

## Day 2: Designing Cues and Routines That Hold

- Cue Mapping Across the Working Week — Anchoring Behaviours to Recurring Moments
- Routine Simplification — Reducing Effort so Habits Survive Busy Periods
- Reward and Reinforcement Signals — Making Progress Visible to the Manager
- Calendar and Environment Redesign — Removing Friction From Coaching and Feedback
- Habit Stacking With Existing Meetings — Linking New Behaviour to Fixed Routines

## Day 3: Peer Feedback on Behaviour Change

- Peer Observation Agreements — Defining What Colleagues Watch and Report
- Behaviour-Specific Feedback Scripts — Separating Observation From Judgement
- Upward Feedback Pulse Questions — Gathering Short Team Views on Progress
- Feedback Interpretation Clinic — Deciding Which Signals Warrant Adjustment
- Trust and Candour Ground Rules — Keeping Peer Circles Honest Over Time

## Day 4: Sustaining Habits Under Pressure and Coaching Others

- Relapse Trigger Analysis — Spotting High-Risk Situations Before They Arrive
- Implementation Intention Writing — Pre-Deciding Responses for Deadline Weeks
- Recovery Routine Design — Restoring Behaviour Quickly After a Lapse
- Habit-Coaching Conversations — Helping Direct Reports Build Their Own Routines
- Supporting Newer Managers — Passing On Maintenance Practice to Early Leaders

## Day 5: Practising and Committing to Maintenance

- Pressure Scenario Rehearsal — Applying If-Then Responses in Simulated Crises
- Peer Circle Live Round — Testing Observation Agreements With Real Feedback
- Coaching Practice Triads — Rehearsing Habit Conversations With Colleagues
- Sponsor Commitment Briefing — Agreeing How Progress Will Be Checked
- Charter Completion — Finalising Personal Maintenance Commitments and Review Points

## Applying Leadership Habit Maintenance and Relapse Prevention After the Course

- Run a fortnightly peer observation circle with two or three managers, using the behaviour-specific feedback scripts and recording progress against each baseline.
- Review the relapse trigger list after the first deadline-heavy week, rewriting any implementation intention that failed and testing the revised recovery routine.

## Leadership Habit Maintenance and Relapse Prevention Questions FAQ

### What is leadership habit maintenance and relapse prevention, and why does it matter now?

Leadership habit maintenance and relapse prevention is the deliberate practice of keeping newly learned leadership behaviours alive after development ends. It matters because pressure makes old habits return quickly, wasting development effort.

### Which roles gain most from leadership habit maintenance and relapse prevention?

Experienced managers who have already attended leadership development gain most. Managers who lead under recurring pressure or coach newer managers find the methods immediately usable.

## How does leadership habit maintenance and relapse prevention differ from a first leadership course?

A first leadership course introduces behaviours; this one protects them. You diagnose faded habits, design cues and recovery routines, and build peer feedback.

## What do you bring back from leadership habit maintenance and relapse prevention?

You bring back a written personal maintenance commitment. It records priority behaviours, baselines, relapse triggers with if-then responses and a peer observation agreement.

## Leadership Habit Maintenance and Relapse Prevention: The Way Forward

The Habit Maintenance Charter first informs which two behaviours a manager protects during the next pressure period. The manager uses it weekly, peer circle colleagues use it to frame feedback, and the sponsor uses it at review points. After first use, revisit the trigger list: real relapse situations often differ from predicted ones.