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COURSE BROCHURE

Personal Leadership Roadmap and Vision Communication Training Course

21 – 25 December 2026
Dar es Salaam

Personal Leadership Roadmap and Vision Communication Training Course

Ref: 2827_108476 **Date:** 21 – 25 December 2026 **Location:** Dar es Salaam **Fees:** 5300 GBP

Personal Leadership Roadmap and Vision Communication is a 1-week training course for mid-level managers stepping up to wider leadership roles, built around one work product: a personal leadership roadmap that links self-insight, a team vision and an idea pipeline. Organisations now promote managers into broader remits faster than habits can adjust, so deliberate growth matters. Jupiter Prime Training offers this course on the personal leadership roadmap.

Why Personal Leadership Roadmap Matters Now

Three forces shape how managers grow into wider roles today. Flatter structures hand cross-functional responsibility to people who were specialists a year earlier. Hybrid working means a direction must be explained clearly without daily contact. Customers and staff expect fresh ideas from every unit, not only from a central innovation office. A manager who plans their own growth earns trust quickly, keeps talented people and turns suggestions into improvements; one who drifts repeats old habits at a larger scale. The course rests on 360-degree feedback, values clarification and structured reflection practice rather than any single school of thought.

Who Gains Most from Personal Leadership Roadmap

- Managers taking on a second team or a wider span of control
- Section heads who must explain a new direction to staff they do not know yet
- Specialists promoted into their first cross-functional leadership seat
- Supervisors asked to raise improvement ideas from frontline colleagues
- Deputy heads preparing for a succession move within two planning cycles

A management cohort from one division gains most when several members attend together, leaving with linked roadmaps.

Personal Leadership Roadmap Capabilities

Participants turn vague intentions into growth commitments colleagues can see and test.

- Assess personal strengths and blind spots from multi-rater feedback — the director agreeing development priorities
- Specify the leadership values that guide hard trade-offs — teams facing competing demands
- Design a vision narrative that connects daily tasks to unit purpose — staff choosing where to spend effort
- Communicate direction through briefings, one-to-ones and written updates — remote and on-site colleagues alike
- Build a routine for collecting and screening team suggestions — sponsors funding small improvements

- Calculate progress on growth commitments with simple behavioural markers — the mentor reviewing the roadmap

Key Personal Leadership Roadmap Terms

- Leadership roadmap — a written sequence of growth goals, practice actions and checkpoints a manager follows over the coming year.
- Multi-rater feedback — structured input on a manager's behaviour gathered from their own manager, peers and direct reports.
- Vision narrative — a short spoken or written account of where a unit is heading and why each role matters to it.
- Idea pipeline — the stages a staff suggestion passes through, from capture and screening to trial and adoption.
- Behavioural marker — an observable action that shows a growth goal is being practised, such as asking before advising.
- Stretch assignment — a task beyond a manager's current remit, chosen deliberately to build a missing capability.

Personal Leadership Roadmap Day by Day

Day 1: Self-Insight for a Wider Remit

- Multi-Rater Feedback Reading — Which Strengths Transfer to a Larger Role
- Values Clarification Cards — Ranking Principles Behind Difficult Trade-Offs
- Role Transition Map — What to Stop, Keep and Start
- Energy and Attention Audit — Where Leadership Time Actually Goes
- Reflection Journal Set-Up — Habits That Sustain Honest Self-Review

Day 2: Crafting a Vision Narrative

- Unit Purpose Statement — Linking Team Tasks to Organisational Intent
- Future-State Picture — Describing Success in Concrete Observable Terms
- Story Structure for Direction — Turning Goals into a Memorable Account
- Audience Mapping — Tailoring the Message to Each Stakeholder Group
- Narrative Rehearsal With Peer Critique — Testing Clarity Before Launch

Day 3: Communicating Direction Across Channels

- Team Briefing Design — Sequencing Context, Choice and Request
- One-to-One Conversation Guide — Connecting Personal Goals to Unit Direction
- Written Update Templates — Keeping Hybrid Colleagues Aligned Between Meetings
- Questioning and Listening Drills — Surfacing Doubts Before They Spread
- Message Consistency Check — Spotting Gaps Between Words and Actions

Day 4: Opening the Team to New Ideas

- Suggestion Capture Routines — Making Frontline Ideas Visible Every Week
- Idea Screening Criteria — Choosing Which Proposals Deserve a Trial
- Small-Bet Trial Design — Testing Improvements With Limited Exposure
- Recognition Practices — Rewarding Effort When Trials Do Not Succeed
- Sponsor Pitch Outline — Securing Backing for Promising Team Proposals

Day 5: Practising the Personal Leadership Roadmap

- Feedback Themes Into Growth Goals — Applying Day 1 Self-Insight
- Vision Narrative Final Delivery — Applying Day 2 and Day 3 Methods
- Idea Pipeline Commitments — Applying Day 4 Screening and Trial Choices
- Stretch Assignment Selection — Building Missing Capabilities Through Real Tasks
- Roadmap Assembly and Mentor Sign-Off — Completing the Personal Leadership Roadmap

Applying Personal Leadership Roadmap After the Course

- Deliver the rehearsed vision narrative at a team briefing and collect three questions it raised, using the message consistency check.
- Run four weeks of suggestion capture with the agreed screening criteria and launch one small-bet trial with a named sponsor.

Personal Leadership Roadmap Questions FAQ

What is a personal leadership roadmap and why does it matter now?

A personal leadership roadmap is a written plan of growth goals, practice actions and checkpoints. It matters now because managers are promoted into wider remits quickly, and a deliberate plan stops old specialist habits from limiting a larger team.

Which roles gain most from personal leadership roadmap and vision communication training?

Mid-level managers gain most, especially those adding a second team, moving into cross-functional seats or preparing for succession.

How does personal leadership roadmap training differ from an executive leadership course?

It focuses on the first step into a wider role rather than enterprise strategy. It builds self-insight, direction-setting for one unit and a team idea routine.

What do you bring back from personal leadership roadmap and vision communication training?

You bring back a roadmap signed off with a peer mentor, a rehearsed vision narrative for your unit and a weekly routine for capturing and trialling staff ideas.

Personal Leadership Roadmap: The Way Forward

The personal leadership roadmap first informs the conversation with a line manager about which growth goal comes first. The manager uses it monthly, with a mentor checking behavioural markers and stretch assignments. After its first quarter, revisit the vision narrative: teams change, and the account of where the unit is heading should change with them, keeping new ideas flowing.