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COURSE BROCHURE

Advanced Inspiring and Enabling Others Leadership Training Course

12 – 23 April 2027
Amsterdam

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Ref: 1105_41636 **Date:** 12 – 23 April 2027 **Location:** Amsterdam **Fees:** 9500 GBP

Inspiring and Enabling Others Leadership is a 2-week training course for experienced team leaders and managers who need people to commit to a direction rather than merely comply with it, and each participant leaves with a Team Mobilisation Action Plan. Flatter structures, hybrid teams and tight labour markets mean influence now outweighs formal authority in getting work done. Jupiter Prime Training runs this inspiring and enabling others leadership course.

Why Inspiring and Enabling Others Leadership Matters Now

Three pressures make this subject urgent. Organisations have removed management layers, so team leaders carry more people with less positional power. Skilled employees weigh purpose, autonomy and recognition when deciding whether to stay. Continuous change asks teams to adopt new ways of working faster than instruction alone can achieve. Leaders who paint a credible future, share control and celebrate contribution see initiative and loyalty; those who rely on direction and silence see disengagement and turnover. The course draws on transformational leadership theory, self-determination theory SDT, situational leadership and coaching models such as GROW.

Who Gains Most from Inspiring and Enabling Others Leadership

- Leaders accountable for rallying a team behind a new strategy or service direction
- Managers responsible for growing autonomy and ownership in capable but cautious staff
- Heads of cross-functional groups who influence colleagues without line authority
- Leaders charged with lifting morale after restructuring, cutbacks or a failed initiative
- Managers who set recognition practices and celebrate milestones within their units

A management tier from one organisation gains most when several members attend together, because they can align vision language and recognition routines across neighbouring teams.

Inspiring and Enabling Others Leadership Capabilities

Participants practise turning intent into a picture others want to pursue, and then stepping back so others can deliver it.

- Craft a vision narrative that links daily tasks to a meaningful future — team members and sponsors
- Model credibility by aligning personal actions with promises made publicly — peers and direct reports
- Design empowerment boundaries that widen discretion without losing accountability — senior management
- Build collaborative trust through shared goals and interdependent roles — cross-functional partners
- Apply recognition methods that reinforce specific behaviours and contributions — team morale
- Assemble a mobilisation sequence with milestones and early wins — the leader's own line manager

Key Inspiring and Enabling Others Leadership Terms

- Shared Vision — A picture of a desirable future that team members recognise as partly their own, not imposed.
- Modelling the Way — Setting the example through visible conduct so that stated standards become believable.
- Empowerment — Transferring authority, information and resources so people can decide and act without seeking approval.
- Self-Determination Theory SDT — A motivation model holding that autonomy, competence and relatedness drive lasting engagement.
- Small Wins — Early, visible achievements that build momentum and confidence during a longer change effort.
- Encouraging the Heart — Recognising individual contributions and celebrating shared values and victories to sustain commitment.

Inspiring and Enabling Others Leadership Day by Day

Day 1: The Case for Influence Over Authority

- Authority Versus Influence Audit — Where Positional Power Has Stopped Working
- Engagement Drivers Review — Purpose, Autonomy and Recognition in Retention
- Transformational Leadership Theory — Behaviours That Lift Followers Beyond Self-Interest
- Team Climate Snapshot — Current Morale, Energy and Ownership Levels
- Leadership Behaviour Self-Rating — Baseline Across Inspiring, Enabling and Encouraging

Day 2: Modelling the Way

- Personal Credo Statement — Clarifying the Standards You Expect Others to Follow
- Credibility Ledger — Tracking Promises Made Against Promises Kept
- Shadow of the Leader Exercise — How Small Habits Signal Real Priorities
- Calendar and Attention Audit — Whether Time Spent Matches Stated Values
- Teachable Moments Technique — Using Everyday Incidents to Reinforce Standards

Day 3: Envisioning the Future

- Future Back Visioning — Describing Success Before Planning the Route
- Stakeholder Aspirations Interviews — Discovering Hopes Team Members Already Hold
- Vision Statement Drafting — Concrete, Ambitious and Easy to Repeat
- Purpose Linkage Mapping — Connecting Routine Tasks to Customer Outcomes
- Trend Scanning for Team Leaders — Anticipating Shifts That Shape Direction

Day 4: Enlisting Others in the Vision

- Vision Storytelling Structure — Situation, Tension and Hopeful Resolution
- Audience Motivation Profiling — Tailoring the Message to Different Listeners
- Town Hall Rehearsal — Delivering Direction With Energy and Conviction
- Objection Handling Dialogues — Responding to Cynics Without Losing Momentum
- Co-Creation Sessions — Letting the Team Shape Goals and Measures

Day 5: Challenging the Process

- Opportunity Scanning Routines — Inviting Improvement Ideas From the Front Line
- Small Wins Planning — Breaking Ambitious Goals Into Achievable Steps
- Safe-to-Fail Experiments — Testing New Approaches With Limited Downside
- After Action Review — Learning Quickly From Setbacks and Successes
- Retail and Logistics Cases — Front-Line Teams That Reshaped Their Own Processes

Day 6: Fostering Collaboration

- Interdependent Goal Design — Objectives That Require Members to Rely on Each Other
- Collaborative Trust Building — Reliability, Openness and Benevolence in Practice
- Cross-Boundary Partnership Mapping — Allies Beyond the Immediate Team
- Conflict as Contribution — Channelling Disagreement Into Better Choices
- Team Agreements — Norms for Communication, Decisions and Mutual Support

Day 7: Strengthening Others to Act

- Self-Determination Theory SDT — Designing Roles for Autonomy, Competence and Relatedness
- Empowerment Boundary Canvas — Decisions Owned, Shared or Retained
- Situational Leadership Model — Matching Support to Each Person's Readiness
- GROW Coaching Conversations — Building Capability Without Supplying Answers
- Stretch Assignment Selection — Growing Confidence Through Visible Responsibility

Day 8: Encouraging the Heart

- Specific Recognition Formula — Behaviour, Impact and Appreciation in One Message
- Recognition Preference Mapping — Public, Private, Peer or Leader Acknowledgement
- Celebration Rituals — Marking Milestones That Reinforce Shared Values
- Expectation Setting for High Performance — Believing in People Publicly
- Healthcare Team Case — Sustaining Morale Through Prolonged Pressure

Day 9: Sustaining Momentum

- Engagement Pulse Measures — Short Repeat Checks on Energy and Ownership
- Momentum Risk Register — Early Signs of Fatigue or Backsliding
- Leader Self-Renewal Practices — Protecting Your Own Energy and Optimism
- Succession of Ownership — Handing Initiatives to Emerging Team Leads
- Peer Feedback Exchange — Observed Behaviours Across the Five Practices

Day 10: Practising the Team Mobilisation Action Plan

- Vision Narrative Finalisation — Applying Envisioning and Storytelling Work
- Empowerment Commitments — Applying Boundary Canvas Decisions to Real Roles
- Recognition Calendar — Applying Celebration Rituals to Coming Milestones
- Peer Challenge Panel — Testing Plans Against Likely Team Reactions
- Team Mobilisation Action Plan — Vision, Enablers, Wins and Recognition Sequence

Applying Inspiring and Enabling Others Leadership After the Course

- Run a co-creation session in which your team rewrites goals and measures around the new vision narrative.
- Introduce a weekly specific-recognition habit and track its effect through a short engagement pulse.

Inspiring and Enabling Others Leadership Questions FAQ

What is inspiring and enabling others leadership and why does it matter now?

Inspiring and enabling others leadership is the practice of creating a shared vision, giving people the authority to act and recognising their contribution. It matters now because flatter, hybrid organisations depend on willing commitment rather than positional instruction.

Which roles gain most from inspiring and enabling others leadership training?

Experienced team leaders and managers gain most, particularly those leading change, influencing peers without line authority or rebuilding morale after a difficult period.

How does inspiring and enabling others leadership differ from a supervisory skills course?

It concentrates on vision, empowerment and recognition rather than on scheduling, monitoring and procedures. A supervisory course builds control of tasks; this subject builds the commitment that lets people own them.

What do you bring back from inspiring and enabling others leadership training?

You bring back a vision narrative tested with peers, a set of empowerment commitments for named roles and a recognition calendar tied to coming milestones.

Inspiring and Enabling Others Leadership: The Way Forward

The Team Mobilisation Action Plan first informs which decisions a leader will hand over to the team in the coming month. Team members, sponsors and the leader's own manager use it to follow progress on vision, enablement and recognition. After the first milestone, it is worth revisiting whether the vision still resonates and whether recognition is reaching quieter contributors.