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COURSE BROCHURE

# Leading Self, Others and Organisation for Emerging Leaders Course

22 – 26 March 2027
Geneva

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**Ref:** 1273_47849 **Date:** 22 – 26 March 2027 **Location:** Geneva **Fees:** 6500 GBP

Leading Self, Others and Organisation for Emerging Leaders is a 1-week training course for newly appointed managers, high-potential specialists and deputy heads stepping into wider responsibility, and it ends with a personal leadership development plan. Organisations promote people for technical strength, then expect them to manage moods, motivate colleagues and represent the wider enterprise within weeks. Jupiter Prime Training builds this course around those three linked layers of personal, interpersonal and organisational leadership.

## Why Leading Self, Others and Organisation for Emerging Leaders Matters Now

Three shifts make the transition to leadership harder today. Flatter hierarchies hand people responsibility earlier, often before they have reflected on their own habits. Hybrid and multigenerational teams expect leaders who listen, coach and adapt rather than direct. Senior executives also want emerging leaders to think beyond their own unit and speak for the organisation. Those who make the shift well retain talent and earn trust quickly; those who do not drift back into doing the work themselves. The course draws on the Johari Window for self-awareness, Daniel Goleman's emotional intelligence model and Hersey and Blanchard's Situational Leadership model.

## Who Gains Most from Leading Self, Others and Organisation for Emerging Leaders

- Recently promoted managers leading former peers for the first time
- High-potential specialists identified for future leadership roles
- Deputy heads who stand in for their manager in meetings and decisions
- Project leads who influence colleagues without formal line authority
- Graduate-scheme alumni moving from individual contributor to supervisor

A talent pool or succession group gains most when several of its members attend together and share one leadership vocabulary afterwards.

## Leading Self, Others and Organisation for Emerging Leaders Capabilities

Participants work outward from their own habits to the people around them and then to the wider enterprise.

- Assess personal strengths and blind spots with structured feedback — the participant's own growth
- Apply emotional self-management under pressure — colleagues affected by the leader's mood
- Adapt leadership style to each person's readiness — team members at different stages
- Communicate expectations and give balanced feedback — direct reports and peers
- Connect team goals to organisational purpose and values — senior sponsors

- Build a personal leadership development plan with milestones — line managers and HR partners

## Key Leading Self, Others and Organisation for Emerging Leaders Terms

- Self-leadership — directing one's own attention, emotions and behaviour towards chosen goals before trying to lead others.
- Johari Window — a four-pane model separating what a person knows about themselves from what others see.
- Emotional intelligence — the ability to recognise and manage one's own emotions and respond well to others'.
- Situational Leadership — matching directive and supportive behaviour to a person's competence and commitment on a task.
- 360-degree feedback — structured input on behaviour gathered from managers, peers and team members.
- Organisational citizenship — contributing beyond one's own unit to the wider purpose and reputation of the enterprise.

## Leading Self, Others and Organisation for Emerging Leaders Day by Day

### Day 1: Self-Awareness and Leader Identity

- Leadership Transition Map — From Expert Contributor to Leader of People
- Johari Window Exercise — Revealing Blind Spots Through Peer Input
- Personal Values Inventory — Anchoring Choices Under Pressure
- Strengths Profile — Using Natural Talents in the New Role
- Time and Energy Audit — Shifting From Doing to Leading

### Day 2: Resilience and Emotional Self-Control

- Goleman Emotional Intelligence Model — Self-Awareness and Self-Regulation
- Trigger and Response Log — Managing Reactions in Tense Moments
- Resilience Practices — Recovering From Setbacks and Criticism
- Credibility Building — Consistency Between Words and Actions
- 360-Degree Feedback Debrief — Turning Input Into Development Priorities

### Day 3: Leading Others — Influence and Motivation

- Situational Leadership Model — Directing, Coaching, Supporting, Delegating
- Motivation Conversations — Discovering What Drives Each Team Member
- Coaching With GROW — Goal, Reality, Options and Way Forward
- Feedback Formats — Recognising Effort and Correcting Behaviour
- Leading Former Peers — Resetting Relationships and Boundaries

## Day 4: Leading Within the Organisation

- Organisational Purpose Translation — Explaining the Why Behind Decisions
- Stakeholder Circle — Mapping Relationships Beyond the Team
- Upward Influence — Presenting Ideas to Senior Managers
- Cross-Unit Collaboration — Sharing Resources and Credit
- Culture Carrier Role — Modelling Values in Everyday Choices

## Day 5: Practising the Personal Leadership Plan

- Leadership Scenario Rotation — Applying Self, Others and Organisation Skills
- Coaching Practice Triads — Using GROW With Real Team Issues
- Peer Advisory Round — Testing Development Priorities With Colleagues
- Sponsor Conversation Rehearsal — Agreeing Support From Line Managers
- Personal Leadership Development Plan — Goals, Actions and Milestones

## Applying Leading Self, Others and Organisation for Emerging Leaders After the Course

- Hold a GROW coaching conversation with each direct report within the first month.
- Review the personal leadership development plan with the line manager and agree two stretch assignments.

## Leading Self, Others and Organisation for Emerging Leaders Questions FAQ

### What is leading self, others and organisation for emerging leaders, and why does it matter now?

It is a way of developing new leaders in three layers: managing themselves, guiding colleagues and contributing to the wider enterprise. It matters now because people are promoted earlier, often without preparation for those shifts.

### Which roles gain most from leading self, others and organisation for emerging leaders?

Newly promoted managers, high-potential specialists, deputy heads and project leads gain most. You benefit if you have recently moved, or soon will, from doing the work to leading others.

### How does leading self, others and organisation for emerging leaders training differ from senior leadership courses?

It addresses the first leadership transition, focusing on self-awareness, coaching and early influence. Senior leadership courses deal with enterprise strategy, board relationships and large-scale change.

## What do you bring back from leading self, others and organisation for emerging leaders training?

You bring back a personal development plan, a debriefed feedback profile, a coaching model and rehearsed conversations with your own sponsor.

## Leading Self, Others and Organisation for Emerging Leaders: The Way Forward

The personal leadership development plan sets the first decision: which two behaviours to change in the coming quarter. The emerging leader owns it, while the line manager and HR partner use it to arrange stretch assignments. After three months, revisit the 360-degree feedback, because colleagues will notice progress before the leader does.