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Reflective Leadership Practice Training Course for Experienced Managers

14 – 18 June 2027
Vienna

Reflective Leadership Practice Training Course for Experienced Managers

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Reflective Leadership Practice is a 1-week training course for experienced managers and leaders who want to turn everyday events into deliberate learning, built around a personal reflective practice routine each participant designs and tests. As change cycles shorten, organisations need leaders who extract lessons quickly from success and setback rather than repeating costly patterns. Jupiter Prime Training offers this course in Reflective Leadership Practice for leaders ready to learn on purpose.

Why Reflective Leadership Practice Matters Now

Two pressures make reflection a leadership discipline rather than a personal habit. Faster decision cycles leave little time between action and consequence, so leaders who never pause repeat the same misjudgements at scale. Employees, meanwhile, expect leaders to admit mistakes and model learning, and they disengage when blame replaces inquiry. Organisations whose leaders reflect well recover faster from setbacks and spread hard-won lessons across units; those whose leaders do not tend to lose knowledge with every departure. The course rests on Kolb's Experiential Learning Cycle, the Gibbs Reflective Cycle, Schön's reflection-in-action and the after-action review AAR method.

Who Gains Most from Reflective Leadership Practice

- Leaders who debrief projects, incidents and launches with their direct reports
- Managers responsible for developing other leaders through coaching conversations
- Heads of function who must learn quickly from failed initiatives
- Experienced leaders whose growth has plateaued after years in one role
- Leaders who set the tone for candour and psychological safety

Senior leadership groups gain most when several members attend together, because they can adopt a shared debrief rhythm and hold one another to it.

Reflective Leadership Practice Capabilities

Participants leave able to slow down an experience, interrogate it and convert it into a changed next action.

- Apply Kolb's and Gibbs's cycles to recent leadership episodes — personal development priorities
- Design a structured journaling habit with focused prompts — sustained self-awareness
- Facilitate after-action reviews without blame — project and operations teams
- Seek and weigh feedback from peers and reports — credibility with colleagues
- Assess failures for root assumptions and transferable lessons — future risk choices
- Build a repeatable reflective rhythm into the working week — line managers and mentors

Key Reflective Leadership Practice Terms

- Experiential Learning Cycle — Kolb's four-stage model moving from concrete experience through reflection and abstraction to active experimentation.
- Gibbs Reflective Cycle — a six-stage structure covering description, feelings, evaluation, analysis, conclusion and action plan for an event.
- Reflection-in-Action — thinking about what is happening while it happens, adjusting behaviour in the moment rather than afterwards.
- After-Action Review — a short structured debrief comparing what was intended with what happened, why, and what to sustain or change.
- Double-Loop Learning — questioning the underlying assumptions and goals behind an action, not only correcting the action itself.
- Feedforward — asking others for suggestions about future behaviour rather than critique of past behaviour.

Reflective Leadership Practice Day by Day

Day 1: Why Leaders Stop Learning

- Experience Trap Diagnostic — Where Seniority Blocks Fresh Learning
- Kolb's Experiential Learning Cycle — Mapping a Recent Leadership Episode
- Schön's Reflection-in-Action and On-Action — Choosing When to Pause
- Learning Style Self-Profile — Preferred and Neglected Cycle Stages
- Personal Reflection Baseline Audit — Current Habits and Blind Spots

Day 2: Structured Reflection Methods

- Gibbs Reflective Cycle — Unpacking an Emotionally Charged Decision
- Leadership Journaling Prompts — Capturing Insight Without Rumination
- Critical Incident Technique — Selecting Episodes Worth Deeper Study
- Ladder of Inference — Separating Observation From Interpretation
- Double-Loop Learning Questions — Challenging Governing Assumptions

Day 3: Learning With Others

- After-Action Review Facilitation — Running Blame-Free Team Debriefs
- Feedback and Feedforward Requests — Inviting Candour From Peers
- Peer Reflection Triads — Listening, Questioning and Observing Roles
- Psychological Safety Signals — Making Admissions of Error Normal
- Case Debriefs From Aviation and Hospital Settings — Shared Learning Rituals

Day 4: Learning From Failure

- Intelligent Failure Spectrum — Distinguishing Preventable From Exploratory Errors
- Five Whys and Assumption Mapping — Tracing Root Causes of Setbacks
- Post-Mortem Narrative Writing — Turning Failure Into Shared Knowledge
- Self-Compassion and Accountability Balance — Owning Mistakes Without Paralysis
- Lesson Transfer Log — Carrying Insight Into Next Decisions

Day 5: Practising the Reflective Leadership Routine

- Live After-Action Review Rehearsal — Debriefing a Course Simulation
- Gibbs Cycle Peer Coaching — Applying the Structure to Real Cases
- Feedforward Round With Colleagues — Testing Development Priorities
- Weekly Reflection Rhythm Design — Daily, Weekly and Quarterly Checkpoints
- Personal Reflective Practice Routine — Final Version Shared With Peers

Applying Reflective Leadership Practice After the Course

- Lead an after-action review on one completed project and record two lessons to sustain and one to change.
- Keep a Gibbs-structured journal entry for three significant decisions and discuss patterns with a mentor.

Reflective Leadership Practice Questions FAQ

What is Reflective Leadership Practice and why does it matter now?

It is the disciplined habit of examining leadership experience to change future action. It matters now because faster decision cycles and higher expectations of candour reward leaders who learn quickly rather than repeat patterns.

Which roles gain most from Reflective Leadership Practice training?

Experienced managers and leaders gain most. This includes those who debrief teams, coach other leaders or need to recover momentum after a failed initiative.

How does Reflective Leadership Practice differ from a general self-awareness or coaching skills course?

It centres on structured reflection cycles applied to real leadership episodes. Coaching courses build skills for developing others, while this one equips leaders to examine their own decisions, run debriefs and learn from failure.

What do you bring back from Reflective Leadership Practice?

You bring back a personal routine for reflection. It combines journaling prompts, debrief formats and a weekly rhythm, tested with peers and ready to use from the first week back.

Reflective Leadership Practice: The Way Forward

The personal reflective practice routine first informs how a leader debriefs the next significant decision or project close. Mentors, peers and direct reports become part of it through feedforward and shared reviews. After a few weeks of use, the balance between solitary journaling and group debriefs is worth revisiting, since most leaders lean too heavily on one.