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COURSE BROCHURE

# Self-Leadership Strategies Training Course for Individual Contributors

5 – 9 April 2027
Dar es Salaam

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Registered in the United Kingdom and Saudi Arabia

# Self-Leadership Strategies Training Course for Individual Contributors

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Self-Leadership Strategies is a 1-week training course for individual contributors and emerging leaders who must direct their own work without close supervision, ending with a personal self-leadership plan. Flatter structures, hybrid working and project-based roles mean organisations now rely on specialists who set their own targets, sustain their motivation and correct their own course. The course is delivered by Jupiter Prime Training.

## Why Self-Leadership Strategies Matters Now

Three shifts put self-leadership at the centre of individual performance. Remote and hybrid arrangements remove the daily supervisor check-in. Matrix and project structures give specialists several stakeholders but no single boss. Faster change asks professionals to learn and reprioritise on their own initiative. Organisations whose people self-direct well move faster with lighter oversight; those whose people wait for instructions accumulate delays and disengagement. The course rests on the behaviour-focused, natural reward and constructive thought strategy model described by Manz and Neck, Self-Determination Theory SDT and the goal-setting theory of Locke and Latham.

## Who Gains Most from Self-Leadership Strategies

- Specialists who plan and deliver their own workload across several projects
- Professionals working remotely who set their own daily priorities
- High-potential contributors preparing for a first team lead role
- Technical experts who must sustain focus on long, self-paced assignments
- Client-facing staff who manage their own targets and pipelines

Departments gain most when several contributors from the same function attend together and agree shared check-in habits for self-directed work.

## Self-Leadership Strategies Capabilities

Participants turn self-leadership research into daily routines for setting goals, cueing behaviour, finding intrinsic reward and challenging unhelpful beliefs.

- Apply self-observation and self-cueing routines — tracking progress without a supervisor
- Design self-set goals with clear milestones — aligning personal targets with stakeholder expectations
- Build natural rewards into routine tasks — sustaining motivation on long assignments
- Test dysfunctional beliefs and self-talk — improving decisions under pressure
- Communicate progress and requests upward — keeping several stakeholders informed
- Assess personal strengths and energy patterns — scheduling demanding work for peak periods

## Key Self-Leadership Strategies Terms

- Self-leadership — the process of influencing oneself to achieve the direction and motivation needed to perform.
- Behaviour-focused strategies — self-observation, self-goal setting, self-reward and self-cueing used to manage one's own actions.
- Natural reward strategies — shaping tasks so the work itself feels enjoyable, competent and meaningful.
- Constructive thought patterns — habits of evaluating beliefs, mental imagery and self-talk to support effective action.
- Intrinsic motivation — doing an activity for its inherent satisfaction rather than an external incentive.
- Self-efficacy — a person's belief in their capacity to carry out the actions a goal requires.

## Self-Leadership Strategies Day by Day

## Day 1: Self-Direction in Modern Organisations

- Manz and Neck Self-Leadership Model — Mapping the Three Strategy Families
- Hybrid and Matrix Working Patterns — Identifying Where Supervision Has Thinned
- Self-Leadership Questionnaire Profile — Locating Personal Strengths and Gaps
- Self-Efficacy Sources — Building Belief Through Mastery Experiences
- Engineering and Retail Case Comparisons — Contrasting Self-Directed and Directed Roles

## Day 2: Behaviour-Focused Strategies

- Self-Observation Logs — Recording When and Why Output Drops
- Self-Goal Setting With Locke and Latham — Choosing Difficult, Specific Targets
- Self-Cueing With Checklists and Reminders — Prompting Desired Routines
- Self-Reward and Self-Correction — Reinforcing Progress Without External Praise
- Implementation Intentions — Turning Goals Into If-Then Triggers

## Day 3: Natural Rewards and Motivation

- Self-Determination Theory Needs — Strengthening Autonomy, Competence and Relatedness
- Job Crafting Techniques — Reshaping Tasks Toward Meaningful Elements
- Energy and Attention Mapping — Scheduling Deep Work for Peak Hours
- Progress Principle Journals — Noticing Small Wins Each Day
- Procrastination Triggers — Breaking Avoidance on Low-Appeal Tasks

## Day 4: Constructive Thought Patterns

- Dysfunctional Belief Audit — Replacing Assumptions That Limit Action
- Self-Talk Reframing — Shifting From Threat to Challenge Language
- Mental Imagery Rehearsal — Preparing for High-Stakes Presentations and Meetings
- Upward Communication Scripts — Negotiating Priorities With Several Stakeholders
- Setback Recovery Routines — Restarting After Missed Targets

## Day 5: Practising the Personal Self-Leadership Plan

- Goal Ladder Exercise — Applying Day 2 Goal Setting to Real Objectives
- Motivation Redesign Exercise — Applying Day 3 Job Crafting to One Role
- Belief Challenge Pairs — Applying Day 4 Reframing to Live Concerns
- Peer Accountability Agreements — Agreeing Check-In Rhythm and Signals
- Personal Self-Leadership Plan — Completing Goals, Cues, Rewards and Thought Routines

## Applying Self-Leadership Strategies After the Course

- Keep a self-observation log for four weeks and adjust cues where output drops.
- Run a job crafting conversation with a line manager on one low-motivation task.

## Self-Leadership Strategies Questions FAQ

### What are self-leadership strategies and why do they matter now?

They are behaviour, reward and thinking techniques people use to direct and motivate themselves. Hybrid and matrix working leave many professionals without close supervision, so these skills now shape individual performance.

### Which roles gain most from self-leadership strategies?

Individual contributors, remote professionals, technical experts and high-potential staff preparing for a first lead role gain most.

### How do self-leadership strategies for individual contributors differ from a leadership through self-leadership course for managers?

This course concentrates on directing your own work as a contributor. A manager-focused course uses self-awareness and emotional steadiness to lead other people.

### What do you bring back from self-leadership strategies training?

You bring back a personal self-leadership plan with goals, cues, natural rewards, thought routines and a peer accountability agreement.

## Self-Leadership Strategies: The Way Forward

The personal self-leadership plan first informs which two goals a participant commits to and how progress will be cued and logged each week. The participant shares it with a line manager or accountability partner. After the first month, revisit the natural reward strategies, since motivation patterns often shift once routines settle.