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Authentic Leadership and Relational Transparency Training Course

30 August – 3 September 2027
Madrid

Authentic Leadership and Relational Transparency Training Course

Ref: 1462_54306 **Date:** 30 August – 3 September 2027 **Location:** Madrid **Fees:** 5600 GBP

Authentic Leadership and Relational Transparency is a 1-week training course for team leaders and first-line managers who want trust built on open reasoning and candid dialogue, and who leave with a transparency and trust profile. Teams now judge leaders on consistency between words and conduct, so trust built through openness has become a working asset rather than a soft extra. Jupiter Prime Training runs this authentic leadership and relational transparency course across sectors.

Why Authentic Leadership and Relational Transparency Matters Now

Three forces push authenticity up the leadership agenda. Hybrid and distributed teams see less of their leader, so every message and decision carries more weight. Younger professionals expect transparency about reasoning, not just instructions. And repeated restructuring has made staff alert to gaps between stated values and actual choices. Leaders who close that gap keep discretionary effort and candid feedback; those who do not face quiet disengagement. The course rests on the four-component Authentic Leadership model described by Walumbwa, Avolio and colleagues: self-awareness, relational transparency, balanced processing and an internalised moral perspective.

Who Gains Most from Authentic Leadership and Relational Transparency

- Leaders responsible for setting the tone and day-to-day climate of a small team
- Supervisors accountable for giving feedback and handling sensitive conversations
- Newly promoted managers shaping how former peers see their decisions
- Specialists who lead project groups and must earn credibility without formal rank
- Shift and site leads who represent organisational decisions to front-line staff

Leadership cohorts from the same function gain most when several members attend together.

Authentic Leadership and Relational Transparency Capabilities

Participants turn self-knowledge into visible behaviour that team members can recognise and rely on.

- Assess personal values and triggers using structured reflection — choices about where to take a principled stand
- Communicate the reasoning behind decisions openly — team members who must act on them
- Weigh opposing views before concluding through balanced processing — contested operational choices
- Apply an internal moral compass to grey-area dilemmas — senior managers and customers
- Build trust through candid, two-way conversations — individual team members
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Design a personal routine for seeking and acting on feedback — the leader's own growth

Key Authentic Leadership and Relational Transparency Terms

- Self-awareness — knowing one's strengths, limits, values and emotional patterns, and how others perceive them.
- Relational transparency — sharing genuine thoughts and feelings appropriately so others see the real person behind the role.
- Balanced processing — objectively considering relevant information and opposing viewpoints before reaching a decision.
- Internalised moral perspective — guiding behaviour by inner values rather than by group, organisational or social pressure.
- Johari window — a model that maps what is known or unknown about a person, to self and to others.
- Psychological safety — a shared belief that a team is safe for interpersonal risk-taking such as speaking up.

Authentic Leadership and Relational Transparency Day by Day

Day 1: The Self Behind the Role

- Life Story Reflection — Identifying Experiences That Shaped Leadership Instincts
- Personal Values Hierarchy — Choosing Principles That Guide Hard Calls
- Johari Window Exercise — Revealing Blind Spots Colleagues Already Notice
- Emotional Trigger Mapping — Anticipating Reactions Under Pressure
- Strengths Inventory — Deciding Where to Lean In and Delegate

Day 2: Relational Transparency in Practice

- Appropriate Self-Disclosure Boundaries — Sharing Without Oversharing at Work
- Explaining the Why Behind Decisions — Gaining Informed Team Support
- Admitting Mistakes Constructively — Restoring Credibility After Setbacks
- Consistency Audit of Words and Actions — Closing Say-Do Gaps
- Psychological Safety Signals — Encouraging Team Members to Speak Up

Day 3: Balanced Processing and Judgement

- Actively Soliciting Dissent — Testing Assumptions Before Committing
- Confirmation Bias Checks — Weighing Evidence That Contradicts Preferences
- Perspective-Taking Questions — Understanding Stakeholders With Opposing Views
- Ethical Dilemma Framework — Resolving Grey-Area Choices on Principle
- Moral Courage Rehearsal — Holding Position Under Group Pressure

Day 4: Trust-Building Conversations

- Trust Equation Model — Diagnosing Credibility, Reliability and Intimacy Gaps
- Candid Feedback Dialogue — Delivering Honest Messages With Respect
- Receiving Feedback Without Defence — Turning Criticism Into Growth
- Repair Conversations — Rebuilding Relationships After Broken Trust
- Storytelling From Personal Experience — Connecting Purpose to Team Goals

Day 5: Practising the Transparency and Trust Profile

- Values-to-Behaviour Translation — Applying Day 1 Values to Daily Routines
- Live Transparency Role-Play — Applying Openness Skills to Real Cases
- Dilemma Case Review — Applying Balanced Processing to Sector Scenarios
- Peer Feedback Circle — Checking Profile Commitments With Colleagues
- Transparency and Trust Profile — Finalising Values, Behaviours and Feedback Routine

Applying Authentic Leadership and Relational Transparency After the Course

- Run a team conversation that explains the reasoning behind a recent decision and invites open challenge, using the transparency methods practised.
- Hold three candid feedback dialogues with direct reports within the month, and record what each revealed about the leader's own blind spots.

Authentic Leadership and Relational Transparency Questions FAQ

What is authentic leadership and relational transparency, and why does it matter now?

Authentic leadership and relational transparency means leading from genuine values while openly sharing reasoning and feelings. It matters now because distributed teams and frequent change make staff watch closely whether leaders act as they speak, and trust drives effort and candour.

Which roles gain most from authentic leadership and relational transparency training?

Team leaders, supervisors and newly promoted managers gain most. They shape daily climate, give feedback and explain decisions, so visible consistency between their values and conduct directly affects how their teams engage.

How does authentic leadership and relational transparency training differ from servant leadership training?

It centres on openness, candid dialogue and trust rather than on serving and developing others. Servant leadership asks how a leader supports people; this course asks how honestly a leader shows reasoning, admits error and invites challenge.

What do you bring back from authentic leadership and relational transparency training?

You bring back a written profile of your values, the behaviours that express them and a feedback routine.

Authentic Leadership and Relational Transparency: The Way Forward

The transparency and trust profile sets out a leader's core values, the observable behaviours that express them and a routine for gathering feedback. Its first use is deciding which conversation to hold openly with the team next. The leader owns it and shares it with a trusted peer or manager. After a month, the feedback routine deserves a second look.