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COURSE BROCHURE

Ego-Aware Leadership for Senior Managers Training Course

5 – 9 April 2027
Vienna

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Ego-Aware Leadership for Senior Managers is a 1-week training course for experienced managers and senior leaders who want to spot when status, pride or self-protection are steering their decisions, and it produces an Ego-Aware Leadership Practice Plan. As leaders rise, fewer people challenge them, and unchecked ego quietly erodes trust and judgement. This course on Ego-Aware Leadership is delivered by Jupiter Prime Training.

Why Ego-Aware Leadership Matters Now

Three forces make ego-aware leadership pressing today: flatter, more vocal workforces that reject command-and-control styles, faster decisions that punish leaders who cannot admit error, and boards that link culture failures to individual leader behaviour. A senior manager who invites challenge, shares credit and owns mistakes keeps talented people speaking up. One driven by status hears only agreement and walks into avoidable failures. The course rests on Robert Greenleaf's servant leadership, Gibbs' Reflective Cycle, the Ladder of Inference and Kegan and Lahey's Immunity to Change map.

Who Gains Most from Ego-Aware Leadership

- Senior managers whose authority means few people challenge their views
- Experienced leaders recently promoted into larger or more visible roles
- Heads of function negotiating credit and resources with powerful peers
- Founders and long-tenured leaders whose identity is tied to past successes
- Leadership coaches and HR partners supporting senior leader growth

A senior leadership team that attends with several members together gains most, because they can name each other's ego patterns safely and agree shared norms for challenge.

Ego-Aware Leadership Capabilities

Participants leave able to notice ego at work in themselves, respond to challenge with curiosity and keep attention on the mission rather than their own standing.

- Assess personal ego traps such as needing to win, be right or be seen — direct reports
- Apply the Ladder of Inference to test the assumptions behind defensive reactions — colleagues in conflict
- Build habits of inviting dissent and rewarding challenge in meetings — the leadership team
- Design credit-sharing practices that make others' contributions visible — high-potential staff
- Test personal growth through Gibbs' Reflective Cycle and peer feedback — coaches and mentors
- Specify an Immunity to Change map for one stubborn leadership habit — line managers and sponsors

Key Ego-Aware Leadership Terms

- Ego-aware leadership — leading with conscious attention to how pride, status and self-image shape decisions and relationships.
- Ego trap — a recurring pattern such as needing to win, avoid blame or be admired that distorts leadership judgement.
- Shadow behaviour — an unnoticed habit of a leader that others feel strongly but the leader rarely sees.
- Servant leadership — a style in which the leader's first aim is the growth and success of others and the mission.
- Gibbs' Reflective Cycle — a six-stage model guiding reflection from description through feelings, evaluation and analysis to action.
- Immunity to Change — a mapping method revealing hidden commitments and assumptions that keep a person from changing.

Ego-Aware Leadership Day by Day

Day 1: Seeing Ego at Work

- Ego Trap Inventory — Identifying Personal Patterns of Pride and Protection
- Status and Power Dynamics — Recognising How Rank Silences Others
- Shadow Behaviour Feedback — Gathering Anonymous Views From Colleagues
- Leader Derailment Cases — Learning From Public Leadership Failures
- Mission Versus Self Check — Testing Whose Interest a Decision Serves

Day 2: Humility and Curiosity

- Intellectual Humility Practice — Saying I Was Wrong Without Losing Authority
- Ladder of Inference — Slowing Down Defensive Conclusions
- Curious Questioning — Replacing Verdicts With Genuine Inquiry
- Listening Without Rebuttal — Hearing Criticism Through to the End
- Ego Triggers Journal — Logging Moments of Defensiveness

Day 3: Receiving Challenge and Sharing Credit

- Dissent Invitation Techniques — Asking for Challenge in Meetings
- Red Team Sessions — Stress-Testing Leader Proposals Openly
- Credit Attribution Habits — Making Others' Contributions Visible
- Apology and Repair Conversations — Owning Mistakes With Teams
- Peer Rivalry Navigation — Collaborating With Competing Senior Colleagues

Day 4: Servant Leadership and Reflection

- Greenleaf Servant Leadership — Putting Growth of Others First
- Gibbs' Reflective Cycle — Turning Experiences Into Leadership Lessons
- Immunity to Change Map — Surfacing Hidden Commitments Behind Old Habits
- Mission Statement Rewrite — Anchoring Leadership in Shared Purpose
- Succession Mindset — Preparing Others to Outgrow the Leader

Day 5: Practising the Ego-Aware Plan

- Board Challenge Simulation — Applying Curious Questioning in a Financial Services Case
- Failure Ownership Role Play — Testing Apology and Repair in a Healthcare Case
- Peer Shadow Review — Comparing Feedback With Self-Perception
- Habit Change Clinic — Refining Immunity to Change Maps With Coaches
- Ego-Aware Leadership Practice Plan — Completing Triggers, Habits and Accountability Partners

Applying Ego-Aware Leadership After the Course

- Ask two direct reports to name one moment where the leader's ego blocked a good idea, and record the response without rebuttal.
- Open the next leadership meeting by inviting a red-team challenge to one of the leader's own proposals.

Ego-Aware Leadership Questions FAQ

What is Ego-Aware Leadership and why does it matter now?

Ego-Aware Leadership is leading with conscious attention to how pride, status and self-protection shape decisions. It matters now because workforces expect open challenge and leaders who cannot admit error make costly mistakes.

Which roles gain most from Ego-Aware Leadership training?

Senior managers, newly promoted leaders, heads of function, long-tenured leaders and leadership coaches gain most, with cases drawn from financial services and healthcare.

How does Ego-Aware Leadership differ from an emotional intelligence course?

Ego-Aware Leadership focuses specifically on pride, status and self-image as forces in senior decisions. An emotional intelligence course covers recognising and managing emotions broadly; this course addresses the patterns that grow with seniority and power.

What do you bring back from Ego-Aware Leadership training?

You bring back an ego trap inventory, shadow behaviour feedback, dissent and credit-sharing habits, an Immunity to Change map and a personal practice plan with accountability partners.

Ego-Aware Leadership: The Way Forward

The Ego-Aware Leadership Practice Plan first informs how a senior manager responds to the next strong challenge from a colleague or team. The leader reviews it weekly, accountability partners use it to give honest signals, and coaches build sessions around it. After a quarter, revisit the trigger list, since new roles and pressures surface ego patterns that were not visible before.