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COURSE BROCHURE

Team Leader Coaching and Change Leadership Practices Training Course

31 May – 4 June 2027
Dar es Salaam

Team Leader Coaching and Change Leadership Practices Training Course

Ref: 2401_90327 **Date:** 31 May – 4 June 2027 **Location:** Dar es Salaam **Fees:** 5300 GBP

Team Leader Coaching and Change Leadership Practices is a 1-week training course for new and current team leaders who build a Team Leadership Routine joining coaching conversations, clear expectations and change leadership into one weekly pattern. Teams now face shifting priorities, thinner layers of management and frequent reorganisation, so the leader's habits decide how well people adapt. Jupiter Prime Training offers this course on team leader coaching and change leadership.

Why Team Leader Coaching and Change Leadership Practices Matter Now

Three forces shape the team leader's role today. Flatter structures push more coaching and judgement onto the first layer of leadership. Constant change in processes and reporting lines means conditions rarely stay fixed. And employees expect frequent, honest conversations about their growth rather than a single annual appraisal. A leader who coaches and explains change openly keeps skills growing; one who relies on instruction alone sees rework and stalled initiatives. The course draws on established coaching conversation models and widely used stages of personal transition during change.

Who Gains Most from Team Leader Coaching and Change Leadership Practices

- Leaders newly responsible for former colleagues' daily output
- Established leaders who must raise capability without adding headcount
- Leaders asked to carry a restructure, new system or process change into their group
- Specialists supervising a small group beside technical duties
- Leaders coaching hybrid or multi-site groups

Several leaders from one department gain most, agreeing a shared coaching and change language.

Team Leader Coaching and Change Leadership Practices Capabilities

Participants turn expectations, coaching questions and change messages into repeatable behaviour, including coaching conversations held in regular one-to-ones.

- Specify role expectations in observable terms — each team member's daily choices
- Apply a structured coaching conversation model in regular one-to-ones — individual skill growth
- Calibrate when to coach, direct or delegate — the leader's allocation of attention
- Prioritise leader and team time against agreed outcomes — the head of function's targets
- Communicate a change story covering why and what stays the same — affected colleagues
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Build a weekly pattern linking coaching, follow-up and change check-ins — the leader's manager

Key Team Leader Coaching and Change Leadership Practices Terms

- Expectation Agreement — a short written note of a role's outcomes, standards and decision limits.
- Coaching Conversation — a structured dialogue in which the leader asks questions so the team member finds and owns the next step.
- Skill-Will Matrix — a simple grid matching leadership style to a person's ability and motivation for a specific task.
- Follow-Through Loop — confirming commitments, checking progress at an agreed point and acting on the result.
- Transition Curve — a model of the emotional stages people move through when a change ends familiar ways of working.
- Change Story — a short narrative of why a change is happening and what stays the same.

Team Leader Coaching and Change Leadership Practices Day by Day

Day 1: The Team Leader's Shifting Role

- Role Transition Map — Moving From Doing the Work to Leading It
- Leadership Attention Audit — Where Current Leader Hours Actually Go
- Stakeholder Expectations Grid — Balancing Team, Peers and Senior Managers
- Team Climate Pulse — Reading Morale and Workload Signals Early
- Personal Leadership Baseline — Choosing Practices to Strengthen First

Day 2: Expectations and Accountability

- Expectation Agreement Template — Turning Vague Duties Into Observable Standards
- Decision Limits Chart — Clarifying What Members Decide Alone
- Follow-Through Loop — Confirming Commitments and Checking Progress
- Recognition and Correction Scripts — Responding to Results Promptly and Fairly
- Accountability Conversation Plan — Addressing Missed Commitments Without Blame

Day 3: Coaching Through One-to-Ones

- One-to-One Agenda Design — Making Regular Meetings Member-Led
- Four-Step Coaching Question Set — Structuring Short Coaching Conversations
- Skill-Will Matrix — Choosing to Coach, Direct or Delegate
- Listening and Questioning Drills — Drawing Out Ideas Before Advising
- Development Action Log — Tracking Growth Between Conversations

Day 4: Leading Change in the Team

- Change Impact Scan — Identifying Who Loses and Gains What
- Transition Curve Mapping — Anticipating Reactions at Each Stage
- Change Story Builder — Explaining Why, What and What Stays
- Resistance Conversation Guide — Treating Objections as Useful Information
- Team Time Prioritisation Board — Protecting Capacity During Change

Day 5: Practising the Team Leadership Routine

- Expectation Agreement Rehearsal — Applying Standards to a Live Case
- Coaching One-to-One Role Play — Applying Questions Under Observation
- Change Briefing Simulation — Delivering the Story to Sceptical Colleagues
- Peer Feedback Round — Refining Each Leader's Weekly Pattern
- Team Leadership Routine — Weekly Coaching, Follow-Up and Change Check-Ins

Applying Team Leader Coaching and Change Leadership Practices After the Course

- Agree a written expectation agreement with each team member and review it in the first coaching one-to-one.
- Run one change briefing using the change story builder, then hold transition check-ins two weeks later.

Team Leader Coaching and Change Leadership Practices Questions FAQ

What are team leader coaching and change leadership practices, and why do they matter now?

They are the everyday habits a team leader uses to set expectations, coach and guide people through change. They matter because flatter structures and frequent reorganisation put this work on the first layer of leadership.

Which roles gain most from team leader coaching and change leadership practices?

New and current team leaders gain most, especially those leading former peers, carrying a change into their group or coaching hybrid staff.

How does team leader coaching and change leadership practices training differ from a general management course?

It focuses on the conversations a team leader holds each week rather than planning, budgets or organisational strategy. A senior change management course designs organisation-wide change; this one prepares you to coach and steady your own group through it.

What do you bring back from team leader coaching and change leadership practices training?

You bring back a weekly leadership pattern that schedules one-to-ones, follow-up on commitments and change check-ins. You also take expectation templates and a change story ready for your next briefing.

Team Leader Coaching and Change Leadership Practices: The Way Forward

The Team Leadership Routine sets out when each one-to-one, follow-up and change check-in happens across a typical week. Its first use is deciding which conversations to protect when priorities collide. Leaders share it with their manager and team. After its first month, revisit the balance between directing and coaching as members' skill grows.