HR Management · HR300

Leadership Development through Learning & Training

Paris · 30 Nov 2026 - 4 Dec 2026

Date	Venue	Duration
30 Nov 2026 - 4 Dec 2026	**Paris**	**1 Week**
Fee	**Ref**	**Language**
£5,150 GBP	**HR300**	**English**

Introduction

Leadership is not a static trait—it is a dynamic and evolving skill that requires continuous learning, self-reflection, and adaptation. In today's fast-changing business environment, organisations need leaders who can navigate complexity, inspire teams, and drive innovation. Leadership development is not merely about positional authority; it is about cultivating a mindset of continuous growth, learning agility, and the ability to empower others.

This five-day intensive training programme is designed to enhance leadership capabilities by integrating learning and training strategies. It will explore how effective leaders use learning as a tool for personal and professional growth, drive team performance, and create a culture of knowledge-sharing and development. Participants will gain insights into leadership theories, practical strategies for mentoring and coaching, and techniques for fostering a learning-driven organisation.

Through interactive discussions, case studies, role-playing exercises, and real-world applications, attendees will develop the skills and mindset needed to become lifelong learners and transformational leaders. By the end of the programme, they will be equipped with the necessary tools to build and sustain a leadership framework that prioritises growth, adaptability, and team development.

Course Objectives of Leadership Development through Learning & Training

Upon completing this programme, participants will be able to:

- Understand the link between leadership effectiveness and continuous learning.
- Develop strategies to integrate learning into leadership development.
- Enhance coaching and mentoring skills to empower employees.
- Foster a learning-driven organisational culture.
- Improve decision-making and problem-solving through knowledge acquisition.

- Utilise modern training techniques for leadership growth.
- Encourage self-directed learning and professional development.
- Build resilience and adaptability in leadership roles.

Course Methodology of Leadership Development through Learning & Training

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyse real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

Organisational Impact of Leadership Development through Learning & Training

This training programme will have a positive impact on organisations by:

- Stronger leadership pipelines with well-prepared future leaders.
- Enhanced employee engagement and retention due to effective leadership.
- A culture of innovation and knowledge-sharing at all levels.
- Improved team performance and productivity through better leadership strategies.
- Increased agility and adaptability to market changes.
- Higher levels of collaboration and effective communication across teams.
- A competitive advantage by developing leaders who can navigate complexity.

Personal Impact of Leadership Development through Learning & Training

Participants will experience personal growth and development, including:

- A deeper understanding of leadership in the context of learning and growth.
- Practical skills for coaching, mentoring, and guiding teams effectively.
- The ability to foster continuous learning within their teams.
- Improved emotional intelligence and leadership adaptability.
- Enhanced decision-making skills backed by knowledge and training.
- Greater self-awareness and confidence as a leader.
- Access to tools and techniques for personal leadership development.

Who Should Attend

This training programme is ideal for:

- Current and Aspiring Leaders
- HR and L&D Professionals
- Training and Development Managers
- Team Leaders and Supervisors
- Senior Executives and Department Heads
- Organisational Development Specialists
- Business Owners and Entrepreneurs

- Anyone responsible for leadership training and workforce development

Course Outlines

Day 1

The Role of Learning in Leadership Development

- Understanding leadership as a learning process
- How continuous learning shapes great leaders
- Leadership agility: Adapting to new challenges through knowledge
- The impact of a learning-driven leadership approach on organisational success
- Self-assessment of personal leadership and learning styles

Day 2

Coaching, Mentoring, and Training for Leadership Growth

- Coaching vs. mentoring: Key differences and applications
- How leaders can use training to develop their teams
- Creating an effective mentoring culture in an organisation
- Active listening, feedback, and emotional intelligence in leadership development
- Practising effective coaching conversations

Day 3

Strategies for Embedding Learning in Leadership Development

- The learning organisation: What it is and how leaders contribute
- Implementing structured leadership development programmes
- Encouraging self-directed and experiential learning for leaders
- Case Study: Leadership development programmes in global organisations
- Creating a personal learning plan for leadership growth

Day 4

Leadership Decision-Making through Knowledge & Training

- How training enhances strategic thinking and problem-solving skills
- Decision-making models and their connection to learning agility
- The role of continuous education in risk management and crisis leadership
- Scenario-Based Learning: Simulating leadership decision-making challenges
- Peer-to-Peer Knowledge Sharing: Learning from leadership experiences

Day 5

Action Plan for Leadership Development through Learning

- Developing a structured learning roadmap for leaders
- Best practices for sustaining leadership training initiatives
- Change management strategies for embedding learning in leadership
- Leadership Reflection: Evaluating personal growth and areas for improvement
- Final Exercise: Creating a customised leadership development action plan

Register or ask about this course online

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training@hplustraining.com · +44 74 0108 8599 · +90 539 827 59 14