

Effective Management Styles

Course Duration : 5 days

Date : December 01, 2025 to December 05, 2025

Location : London

Type of Participant : This course is designed for managers, team leaders, supervisors, and professionals seeking to improve their management and leadership effectiveness, enhance team performance, and develop adaptable management approaches.

Summary:

This course is designed to help managers, team leaders, and supervisors develop the skills and knowledge needed to lead effectively in today's dynamic workplace. Participants will explore different management styles, understand when and how to apply them, and learn strategies to motivate, communicate, and guide their teams for optimal performance. Through a combination of practical tools, interactive discussions, and real-world scenarios, participants will gain the confidence to adapt their management approach, resolve conflicts, make informed decisions, and lead their teams successfully through challenges and change.

Objective:

By the end of this course, participants will be able to:

- Understand the difference between management and leadership and the roles of an effective manager.
- Identify their own management style and learn how to adapt it to different situations and team needs.
- Apply various management styles—including autocratic, democratic, transformational, and transactional—to enhance team performance.
- Develop effective communication, active listening, and feedback skills to



improve interpersonal relationships and team collaboration.

- Resolve conflicts, negotiate effectively, and build trust and credibility within the team.
- Set clear goals, monitor performance, and make informed decisions to achieve organizational objectives.
- Coach, mentor, and motivate team members for sustained high performance.
- Lead teams through change and develop a leadership presence that inspires influence and engagement

Contents:

Foundations of Effective Management

- Understanding management vs. leadership
- Roles and responsibilities of a manager
- Key qualities of effective managers
- Introduction to different management styles
- Self-assessment: identifying your management style

Management Styles and Their Application

- Overview of management styles: autocratic, democratic, laissez-faire, transformational, transactional
- Situational leadership principles
- Adapting management style to team and task
- Understanding team dynamics and motivation

Communication and Interpersonal Skills

- Effective communication techniques for managers
- Active listening and feedback skills
- Conflict resolution and negotiation
- Building trust and credibility with the team



Performance Management and Decision-Making

- Setting goals and expectations
- Monitoring and evaluating team performance
- Decision-making techniques and problem-solving
- Coaching and mentoring for performance improvement

Leading Teams and Change Management

- Motivating and engaging teams
- Managing change and overcoming resistance
- Developing leadership presence and influence
- Action planning: applying management styles effectively in the workplace

