

EMERGING LEADERS

TRAINING COURSE



PREFERRED TRAINING
NETWORKS



**YOUR TRUSTED
LEARNING AND
DEVELOPMENT
ADVISOR**

Do your emerging leaders need help navigating the people side of leadership?

Are your emerging leaders ready for the next step? Are they hungry to learn? Could your organisation benefit from more confident leaders?

For many emerging leaders, **the real stretch is not technical competence but building confidence in the people side of leadership.** Most emerging leaders' courses in Australia miss the mark because they rush through content and lack interactivity. Our course is different. It focuses on the six most important skills emerging leaders need in 2026 and delivers them in a practical, engaging way.

This course gives participants the practical skills to lead people with confidence. It focuses on the real challenges emerging leaders face every day. These include communicating clearly, managing difficult conversations, handling conflict, building accountability, and motivating different personalities. Participants will learn how to prioritise effectively, make better decisions under pressure and create a positive team culture. They will leave with a practical action plan to apply immediately in the workplace.

THE 6 SKILLS THIS COURSE COVERS:

- 1 Managing Underperformance**
New leaders often avoid poor performance conversations and delay stepping in. This can create poor leader image and team boundaries.
- 2 Delegation**
Leadership means letting go and learning to delegate well. It is a powerful skill many struggle to develop early.
- 3 Project Management & Prioritisation**
Turn competing priorities into clear action through a balanced leadership approach.
- 4 Giving Feedback & Difficult Conversations**
Many new leaders are uncomfortable giving corrective feedback, but it's far easier with a proven path to follow.
- 5 Coaching & Developing Others**
As leaders move from doing the work themselves to growing capability in others using the GROW model as it gives emerging leaders a good coaching foundation.
- 6 Communicating Across Different Levels**
Emerging leaders need to communicate up, down, and across the organisation.



Target Audience
Emerging Leaders



Duration
Available as a 1-day or 2-day course



Delivery
Available in-person at your organisation/venue, or virtual



Group Size
Recommended 4 to 10 participants



Resources
Participants receive certificate of completion

GET A QUICK QUOTE

If you'd like a free, no-obligation quote for your organisation visit: preftrain.com.au/quote
Or email us: mail@preftrain.com.au

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Day 1

MODULE 1	LEARNING OUTCOMES
Effective Emerging Leaders	<ul style="list-style-type: none"> • Understand the shift from mate to leader and its challenges • Recognise how behaviour shapes team culture • Model consistent and visible leadership • Clarify expectations and align team goals
MODULE 2	LEARNING OUTCOMES
Leadership Styles & Self-Awareness	<ul style="list-style-type: none"> • Recognise different leadership styles and when to apply them • Identify personal strengths and development areas • Understand behavioural styles at work • Balance task and relationship focus to improve results
MODULE 3	LEARNING OUTCOMES
Communication & Critical Conversations	<ul style="list-style-type: none"> • Recognise barriers to effective workplace communication • Apply the 4-Stage Model for managing difficult conversations • Having critical conversations • Email communication 101 • Respond rather than react to challenging behaviour • Communicate assertively and maintain professionalism under pressure
MODULE 4	LEARNING OUTCOMES
Team Resilience & Conflict Management	<ul style="list-style-type: none"> • Understand the Kamin Performance Curve and personal stress responses • Apply Thomas-Kilmann Conflict Modes to workplace challenges • De-escalating conflict techniques • Promote resilience and recovery within teams • Build unity through shared problem-solving and mutual support

Day 2

MODULE 1	LEARNING OUTCOMES
Planning, Prioritising & Decision-Making	<ul style="list-style-type: none"> • Distinguish between urgent and important tasks • Use planning tools to manage time and competing priorities • Limit interruptions • Apply logical and creative thinking to decisions • Maintain focus when priorities shift or resources change
MODULE 2	LEARNING OUTCOMES
Delegation & Accountability	<ul style="list-style-type: none"> • Apply the NEWS Delegation model to share workload effectively • Clarify team responsibilities using the RACI framework • Micromanagement and/or empowerment • Clarify roles • Keep people accountable • Build accountability and trust through follow-up practices
MODULE 3	LEARNING OUTCOMES
Values, Behaviour & Motivation	<ul style="list-style-type: none"> • Recognise how personal values influence workplace behaviour • Understand differences in team value systems • Encourage motivation through fairness and inclusion • Listening and questioning skills • Foster trust, recognition, and ownership within the team
MODULE 4	LEARNING OUTCOMES
Strategic Thinking & Leadership Action Plan	<ul style="list-style-type: none"> • Define practical strategic thinking • Link day-to-day leadership to organisational objectives • Leaving your legacy behind • Change management 101 • Set measurable goals that integrate people and performance outcomes • Create a personal leadership action plan to embed key learning