

The 360 Degrees Leadership Programme #251017

Course Title	The 360 Degrees Leadership Programme #251017
Country	Kuwait
Location	4/5 Star Hotel
Time	8:30 AM - 2:30 PM
Date	13 - 17 September 2026

Introduction

Leadership in the modern organization is no longer a top-down directive. It is a dynamic, multi-directional influence that requires skill in leading up (managing your boss), down (leading your team), across (influencing peers), and inward (managing yourself). The 360 Degrees Leader operates effectively at every level of the organization, adding value and driving results regardless of their formal position or title.

This transformative program is designed to break the paradigm that leadership is solely about a position at the top. Instead, it equips emerging and mid-level leaders with the practical tools, mindsets, and strategies to lead powerfully from the middle of the organization. Participants will learn to navigate complex organizational dynamics, build influence without authority, and become a catalytic force for positive change from wherever they are.

COURSE OBJECTIVE:

Upon completion of this course, participants will be able to:

- **Lead Inward with Self-Awareness:** Understand their personal leadership style, values, and emotional triggers to build a foundation of authentic leadership.
- **Lead Upward Effectively:** Master the skills of managing upwards, including communicating with senior leaders, anticipating needs, and becoming a trusted asset to their boss.
- **Lead Downward with Inspiration:** Motivate, empower, and develop their team members to achieve high performance and foster a culture of accountability and growth.
- **Lead Across with Influence:** Build strong, collaborative relationships with peers and other departments to overcome silos and achieve common goals without relying on formal authority.
- **Navigate Organizational Politics and Culture:** Understand and positively influence the organizational environment to get things done.
- **Become a Value-Added Leader:** Demonstrate leadership that immediately adds value to their boss, their team, their peers, and the entire organization.

WHO SHOULD ATTEND?

This program is specifically designed for professionals who need to exert influence and lead from within the organization, not just from the top.

- Emerging Leaders & High-Potential Employees identified for future leadership roles.
- Mid-Level Managers, Team Leads, and Supervisors who lead teams while also reporting to senior management.
- Project and Program Managers who must influence without direct authority over team members.
- Technical Experts and Specialists who are relied upon for guidance and need to lead cross-functional initiatives.
- Senior Individual Contributors whose impact requires them to lead peers and influence upwards.
- Any professional aspiring to increase their leadership impact and prepare for greater responsibility

Training Method:

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a binder containing a copy of the presentation
- slides and handouts
- Post-assessment

Course contents:

Day 1: The Foundation – Leading Yourself First (The Inner Leader)

- Morning:
 - Module 1: The 360-Degree Leadership Mindset: Introduction to the philosophy of leading from the middle. Debunking the “position myth” of leadership.
 - Module 2: Self-Awareness: The Bedrock of Influence: Conducting a personal SWOT analysis. Understanding your leadership style, core values, and emotional intelligence (EQ).
- Afternoon:
 - Module 3: Personal Integrity and Credibility: How trust is built and lost. Establishing yourself as a reliable and ethical leader.
 - Workshop: My Leadership Charter: Defining your personal leadership values, mission, and code of conduct.
 - Day 1 Recap: You cannot lead others effectively until you can lead yourself.

Day 2: Leading Up – How to Manage and Influence Your Boss

- Morning:
 - Module 4: Understanding Your Leader's World: Identifying your boss's goals, pressures, working style, and hot buttons.
 - Module 5: The Art of Proactive Communication: How to keep your boss informed, present solutions instead of problems, and appropriately push back on ideas.
- Afternoon:
 - Module 6: Becoming a Indispensable Asset: Developing competence, reliability, and initiative that makes you invaluable to your leader.
 - Role-Play: The Upward Influence Conversation: Practicing how to pitch an idea, request resources, or deliver bad news to a superior.
 - Day 2 Recap: Leading up is about lightening your leader's load.

Day 3: Leading Down – Unleashing the Potential of Your Team

- Morning:
 - Module 7: From Managing to Truly Leading: Shifting from task oversight to coaching for performance and potential.
 - Module 8: Empowerment and Delegation: Mastering the art of delegating for development, not just for dumping tasks.
- Afternoon:
 - Module 9: Cultivating a High-Performance Culture: Providing effective feedback, fostering accountability, and celebrating team wins.
 - Workshop: The Motivation Dilemma: Analyzing different team member personas and creating strategies to engage and motivate each one.
 - Day 3 Recap: The team's success is your success.

Day 4: Leading Across – Winning with Peers and Partners

- Morning:
 - Module 10: The Challenge of Leading Without Authority: Strategies for influencing peers, managing conflict, and negotiating win-win outcomes.
 - Module 11: Breaking Down Silos: Building strategic alliances and fostering collaboration across departments.
- Afternoon:
 - Module 12: Navigating Organizational Politics Positively: Understanding the hidden networks and dynamics. Using politics to advance projects, not personalities.
 - Simulation: The Cross-Functional Negotiation: A multi-party exercise where teams must collaborate to achieve a common organizational goal with competing interests.
 - Day 4 Recap: Your peers are not your competitors; they are your partners.

Day 5: Integration – The 360° Leader in Action

- Morning:
 - Module 13: Creating Your 360° Leadership Plan: Synthesizing the week's learning into a personal action plan for leading up, down, and across.
 - Module 14: Resilience and Continuous Growth: Strategies for maintaining energy, managing setbacks, and committing to lifelong leadership development.
- Afternoon:
 - Capstone Activity: The 360° Case Study: Teams work through a complex organizational scenario that requires applying all dimensions of 360-degree leadership.
 - Final Presentations & Commitment Ceremony: Participants share key takeaways and publicly commit to their leadership goals.
 - Course Conclusion: Final review, resources for ongoing development, and awarding of certificates.