

Goleman’s Leadership Framework for Organisational Success

Duration: 5 Days

Language: en

Course Code: MG2 - 221

Objective

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

- Understand the six Goleman leadership styles and their emotional intelligence foundations.
- Assess when and how to apply each style for maximum impact.
- Develop the ability to switch styles according to team needs and organisational goals.
- Enhance communication, motivation, and collaboration through emotional awareness.
- Apply Goleman’s framework to improve decision-making and performance outcomes.

Audience

This course is ideal for:

- Senior Executives and Managers.
- Team Leaders and Supervisors.
- HR and Talent Development Professionals.
- Project Managers.
- Educators and Leaders in Non-Profit or Public Sectors.
- Anyone seeking to enhance leadership versatility.

Training Methodology

This course utilises interactive lectures, self-assessments, group discussions, and scenario-based learning. Participants will engage in role-playing exercises to practise shifting between leadership styles and receive feedback to strengthen their emotional intelligence competencies.

Summary

This specialised training course explores Daniel Goleman's six leadership styles, rooted in emotional intelligence, and their practical application in diverse organisational contexts. Participants will learn how to assess situations, adapt their leadership approach, and build emotionally intelligent teams that deliver sustained performance.

By combining theoretical insights with real-world examples, this course provides leaders with the tools to flex their style, inspire teams, resolve conflicts, and drive change effectively. Each style will be explored in depth, highlighting its strengths, limitations, and ideal use cases.

Course Content & Outline

Section 1: Introduction to Goleman's Leadership Framework

- Overview of Daniel Goleman's research on emotional intelligence and leadership.

- The link between emotional intelligence and effective leadership.
- Understanding leadership versatility and its organisational benefits.

Section 2: The Six Leadership Styles – Strengths, Limitations, and Applications

1. Coercive Style – “Do what I tell you”
2. Authoritative Style – “Come with me”
3. Affiliative Style – “People come first”
4. Democratic Style – “What do you think?”
5. Pacesetting Style – “Do as I do, now”
6. Coaching Style – “Try this”

- When to use each style effectively.
- Pitfalls to avoid.

Section 3: Emotional Intelligence Competencies

- Self-awareness and self-regulation in leadership.
- Empathy and social skills for building trust.
- Motivational techniques to inspire high performance.
- Recognising and managing emotional triggers.

Section 4: Adapting Leadership Styles to Situations

- Diagnosing team dynamics and organisational culture.
- Leading in times of change, crisis, and growth.
- Case studies of leaders who successfully adapted their style.
- Integrating multiple styles for complex challenges.

Section 5: Building a Flexible Leadership Approach

- Creating a personal leadership development plan.
- Embedding emotional intelligence in daily leadership practice.
- Final activity: Leadership style self-assessment and action plan for real-world application.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique

Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by The CPD Certification Service (CPD), and are certified under ISO 9001 and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Human Resources Management (HRM), Management & Leadership

Tags

leadership styles, Golemans Leadership Framework

Related Articles



The 6 Most Common Leadership Styles: A Comprehnsive Guide

Discover the 6 most common leadership styles, their strengths, risks, and how to adapt your approach for any team or situation.