



Self-Leadership and Reflective Leadership Training Course for Emerging Leaders



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Introduction:

Self-Leadership and Reflective Leadership Training Course for Emerging Leaders is a five-day course for new team leaders, supervisors and high-potential specialists stepping into people leadership, ending with a Personal Leadership Development Plan and a 90-day reflective practice routine. Organisations promote capable specialists into leadership but rarely give them a disciplined way to direct their own priorities, read feedback and learn from their own decisions, so early mistakes repeat across teams. Nominees already lead small teams or projects, and the course is taught through role-play with structured peer feedback. CoreConcept Training Center delivers this course on self-leadership.

Course Objectives:

- Apply behaviour-focused, natural reward and constructive thought strategies to set, track and adjust their own leadership goals
- Map personal strengths, work values and motivators, and interpret multi-rater 360-degree feedback to locate blind spots
- Articulate a leadership identity and personal purpose statement that guides choices in a first or second leadership role
- Use the Kolb, Gibbs and Borton reflection models and a reflective journal to turn workplace incidents into documented learning
- Run after-action reviews and peer learning sets that compare intended with actual results without assigning blame
- Build a Personal Leadership Development Plan with a 90-day reflective practice routine, feedback requests and progress markers

Target Audience:

- Team leaders responsible for a small team's daily output and individual development
 - Supervisors recently moved from specialist work into first-line people responsibility
 - Project and workstream leads who coordinate colleagues without formal line authority
 - High-potential specialists nominated for a first leadership appointment within succession pools
 - Mid-level managers responsible for coaching newer leaders on self-management and learning from experience
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Course Outline:

Day 1: Self-Leadership Foundations and the Leader Self-Baseline

- Manz Self-Leadership Concept and Its Place in Leadership Development
- Neck and Houghton Three Strategy Groups Overview and Examples
- Leader Transition Pressures From Specialist Contributor to Team Leader
- Self-Leadership Baseline Questionnaire and Personal Pattern Scoring
- Reflective Journal Set-Up With Daily Entry Template

Day 2: Self-Leadership Strategies and Reflective Practice Models

- Behaviour-Focused Strategies for Self-Goal Setting and Self-Observation
- Natural Reward Strategies for Redesigning Energising Task Elements
- Constructive Thought Pattern Strategies and Mental Rehearsal Scripts
- Schön Reflection-in-Action and Reflection-on-Action for Leaders
- Kolb, Gibbs and Borton Reflection Cycles Compared

Day 3: Strengths, Feedback Interpretation and Leadership Identity

- Strengths Inventory From Peak Performance Incident Analysis
- Work Values and Motivators Ranking With Trade-Off Choices
- 360-Degree Feedback Report Interpretation and Blind Spot Mapping
- Leadership Identity Statement Drafting From Role Expectations
- Personal Purpose Statement Linked to Team Contribution

Day 4: Learning From Experience, Self-Management and Derailers

- After-Action Review Comparing Intended and Actual Results
- Gibbs Six-Stage Debrief of a Difficult Leadership Episode
- Priority Triage Matrix for Leader Time and Delegation Choices
- Energy Audit and Keystone Habit Design for the Working Week
- Self-Leadership Derailers Including Overcontrol, Isolation and Feedback Avoidance

Day 5: Role-Play Practice and the Personal Leadership Development Plan

- Role-Play Requesting Specific Feedback From a Manager and Peers
 - Role-Play Facilitating a Peer Learning Set on a Live Challenge
 - Brookfield Four Lenses Review of a Planned Leadership Change
 - 90-Day Reflective Practice Routine With Journal and Review Cadence
 - Personal Leadership Development Plan Completion and Peer Challenge
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Skills You Will Gain:

- Self-Goal Setting and Monitoring
- Strengths and Motivator Profiling
- 360-Degree Feedback Interpretation
- Leadership Identity Articulation
- Structured Reflective Writing
- After-Action Review Facilitation
- Leader Priority and Energy Management
- Peer Learning Set Facilitation

Why Attend This Course:

- Deliver a Personal Leadership Development Plan with a 90-day reflective practice routine to the line manager or talent sponsor who oversees the participant's progression
- Decide which development priorities to act on first after reading 360-degree feedback, rather than reacting to every comment
- Avoid repeating costly early leadership mistakes by debriefing setbacks with after-action reviews before the next similar decision
- Share reflective journal templates, after-action review prompts and peer learning set formats with fellow team leaders

Conclusion:

Back at work, the participant gives the line manager or talent sponsor a Personal Leadership Development Plan that sets out strengths, blind spots drawn from feedback, a leadership identity statement and a 90-day reflective practice routine. The manager uses it to agree development priorities, stretch assignments and feedback checkpoints for the coming quarter. After the first 90 days, the participant and manager should review the journal entries, after-action review notes and fresh feedback, confirm which behaviours have changed and reset the routine for the next cycle.

Frequently Asked Questions FAQ:

What should participants prepare before a self-leadership and reflective leadership course?

Participants should currently lead a team, project or workstream, or be nominated for a first leadership role. Bringing recent feedback, a performance review summary or notes on two or three recent leadership challenges helps them apply the reflection models to real situations.

How does a self-leadership and reflective leadership course differ from an emotional intelligence or mindful leadership course?

It concentrates on how leaders direct their own goals, priorities and learning from experience through structured reflection and feedback. Emotional intelligence courses focus on reading and regulating emotions, and mindful leadership courses on attention training; both appear here only briefly.

Why does reflective practice matter for emerging leaders in self-leadership?

Reflective practice turns everyday leadership episodes into deliberate learning. Without a structured routine, new leaders tend to repeat early mistakes, misread feedback and rely on habits from specialist roles. Regular journal entries and after-action reviews make these patterns visible so they can be changed.

What do participants take back from a self-leadership and reflective leadership course?

Participants take back a Personal Leadership Development Plan with a 90-day reflective practice routine, including strengths and blind spot analysis, a leadership identity statement, journal templates, after-action review prompts and a schedule for requesting feedback and reviewing progress with their manager.
