**Course:**
**The psychology of Leadership**

## Course Description

The Psychology of Leadership is a self-paced professional development programme designed to provide participants with the advanced leadership insight, managerial competence, and strategic perspective required to lead effectively in organisations.

Participants will examine the psychological foundations of leadership, including personality, motivation, emotional intelligence, trust, and social influence. It introduces major leadership theories, such as Trait Theory, Behavioral Theory, Situational Leadership, and Transformational Leadership, while exploring different leadership styles and their impact on individuals and teams. It emphasizes that effective leadership is not simply about holding a position of authority; it is about understanding people, influencing behavior, building relationships, and guiding individuals toward shared goals.

It explores the role of Emotional Intelligence (EI) in effective leadership and its influence on communication, decision-making, workplace relationships, and team performance. Participants will develop an understanding of how emotions shape leadership behavior and why the ability to recognize, understand, and regulate emotions is essential for successful leadership. Participants will explore the differences between high and low emotional intelligence, identify common emotional challenges in leadership situations, and learn practical strategies for managing emotional reactions, providing constructive feedback, maintaining effective communication, and building trust.

It also explores the psychological foundations of trust, motivation, and collaboration as essential elements of effective leadership and high-performing teams. It examines how trust influences relationships between leaders and team members, shaping communication, cooperation, decision-making, responsibility, and overall organizational performance. Participants will develop an understanding of trust as both a cognitive and emotional process, exploring the key factors that contribute to building and maintaining trust, including reliability, integrity, competence, fairness, transparency, and empathy. Special attention is given to leadership behaviors that strengthen trust, damage relationships, and help restore confidence following conflicts or broken commitments.

It also examines the psychology of human motivation, focusing on the differences between intrinsic motivation, extrinsic motivation, and amotivation. Participants will explore how trust and motivation are interconnected and how leadership practices influence employee engagement, commitment, willingness to take responsibility, and achievement of shared goals.

The central idea is that high-performing teams are built not only through professional competence and clearly defined objectives but also through mutual trust, meaningful motivation, shared responsibility, and effective collaboration.

In addition, it explores the psychological and strategic foundations of problem-solving as an essential leadership competency. It examines how effective leaders identify challenges, analyze complex situations, evaluate alternative solutions, and make informed decisions while navigating uncertainty, pressure, and organizational change.

Participants will develop an understanding of the cognitive processes involved in problem-solving, including problem recognition, information processing, analytical thinking, and solution evaluation. It also explores the influence of cognitive, emotional, behavioral, personality, social, and environmental factors on problem-solving behavior.

Special attention is given to strategic thinking and the distinction between strategic and operational problem-solving. Participants will examine common barriers to effective problem-solving, including fear of failure, decision fatigue, cognitive biases, stress, and resistance to change. They will also explore the role of divergent and convergent thinking in generating creative ideas and selecting effective solutions.

The central idea is that effective leadership requires more than finding quick solutions. It requires strategic thinking, critical analysis, creativity, adaptability, and the ability to transform complex problems into opportunities for improvement and development.

## Topics covered

The course is split into the following sections:

**Section 1: Introduction to leadership: what makes a great leader?**

- How Psychology Helps Us Understand Leadership.
- What is leadership psychology?
- Management vs. Leadership: What's the Difference?
- Can leadership be learned or is it innate?
- The psychology behind leadership.
- Common leadership styles.
- Theories
  - Trait Theory.
  - Behavioral Theory.
- Situational Leadership.
- Transformational Leadership.
- What is the most effective leadership style?
- Characteristics of effective leaders.
- Qualities of a successful leader.
- From personal qualities to daily behaviors.
- How styles affect teams.
- Effective leaders adapt to the situation.
- Scenarios
  - The Workplace Crisis.
  - The Experienced Team.

**Section 2: Emotional Intelligence in leadership**

- The Role of Emotions and EI in Leadership.
- Understanding emotions.
- What is emotional intelligence?
- Signs of high vs. low EQ.
- What Are the 4 Components of Emotional Intelligence?
- Can I learn to be more emotionally intelligent?
- Lack of emotional intelligence.
- Four core emotional intelligence skills.
- Managing emotions under pressure.
- Empathy and social awareness.
- How leaders build social awareness.
- Emotional intelligence in leadership situations.
- Example: Responding to a missed deadline.
- A simple practice routine for leaders.
- Scenarios

**Section 3: Building Trust & Collaboration. Motivation & Team Performance**

- The Psychology of Trust: More Than Just a Feeling.
- Why trust matters in teams.

- What is trust from a psychological perspective.
- How to build trust in the workplace.
- Four foundations of trust.
- Risk and Responsibility.
- What is motivation?
- Turning motivation into performance.

**Section 4: Strategic problem solving in leadership**

- Problem-Solving Mental Processes.
- Strategic thinking helps leaders.
- Strategic problem solving connects three things.
- Common Barriers to Problem-Solving and How to Overcome Them.
- Factors Affecting Problem-Solving Behaviour.
  - Cognitive Factors.
  - Emotional Factors.
  - Behavioral and Personality Factors.
  - Social and Environmental Factors.
- Steps in problem solving.
- Convergent vs. divergent thinking in problem solving.
- What are problem-solving methods?
- Models
  - IDEAL Model.
  - Six Thinking Hats.
  - PDCA Cycle.
- There are four effective problem-solving techniques leaders use to solve problems.
- What are common mistakes leaders make when trying to solve strategic problems?
- A decision framework for choosing problem-solving methods.
- Problem Solving Map.
- What are problem-solving skills?
- Steps should be followed while solving a problem.

## Course Duration

This course may take up to 5 hours to be completed. However, actual study time differs as each learner uses their own training pace.

## The course is addressed to:

This course is addressed to all individuals who are interested in psychology of leadership, It provides a practical introduction to the psychology of leadership, exploring what makes an individual an effective leader and how psychological principles influence leadership behavior and team performance. Special attention is given to the personal and professional qualities of successful leaders, including integrity, self-awareness, empathy, effective communication, adaptability, and accountability. Participants will explore how leaders can adapt their leadership approaches to different situations, make effective decisions, motivate people, and build trusting and productive teams.

## Training Method

The course is offered fully online using a self-paced approach. The learning units consist of power point presentations. Learners may start, stop and resume their training at any time.

At the end of the course, participants take a Quiz to complete the course and earn a Certificate of Completion once the Quiz has been passed successfully.

## Registration and Access

To register to this course, click on the *Take this course* button to pay online and receive your access instantly. If you are purchasing this course on behalf of others, please be advised that you will need to create or use their personal profile before finalizing your payment.

Access to the course is valid for 90 days.

If you wish to receive an invoice instead of paying online, please Contact us by email. Talk to us for our special Corporate Group rates.

## Instructor

Ani Navasardyan delivers dynamic lectures on psychological theories, enhancing student engagement and understanding. Fostered critical thinking through organized group discussions, promoting collaborative learning. Leveraged strong communication and public speaking skills to present complex concepts clearly, achieving a 95% student satisfaction rate. Committed to cultivating a supportive learning environment, ensuring students thrive academically and personally.

Innovative lecturer with a Master's in Psychology, dedicated to transforming traditional teaching methods. Successfully facilitated group discussions that enhanced teamwork and critical analysis skills among students, resulting in a 15% increase in collaborative projects. Strong communicator with a talent for making psychological theories accessible and relatable. Passionate about inspiring students to pursue excellence in their academic and professional journeys.