MCE



Leading People in Uncertain Times

Leadership Skills

Programme Details

Become a confident leader who keeps people engaged and performing under pressure



Highlights

- Emotional composure when the pressure spikes
- Trust-building behaviours that calm teams
- Clear, structured communication
- Coaching skills that unlock performance

Key Competences

- Communicating clearly
- Coaching under pressure
- Leading with empathy
- Managing stress and compusure
- Maintaining trust and engagement

The Right Programme for You

You are a leader who must deliver results while managing uncertainty, pressure, and change – and who wants to lead with calm, clarity, and confidence when teams need stability most.

- Managers
- Senior Managers

Learn, Practice and Use

- **Interpreting** uncertain situations, identifying their impact on engagement and performance, and act on early signals
- **Apply** self-regulation principles to maintain effective leadership presence and composure in stressful times
- **Develop** clear and credible communication techniques to give teams stability
- **Apply** coaching skills to restore and unlock confidence and performance under pressure
- **Hold** people accountable through clear and adaptable expectations without breaking trust or triggering disengagement

Practical Information

Face-to-Face

3 days
€3,995

Live Online

6 x 3-hour sessions
€3,995

Available In-Company

The programme is available as an In-Company solution for your teams. More information at

Click here for dates, locations and full programme outline

Programme Modules

1

Understanding the Human Impact of Uncertainty

- Explain how uncertainty sets off the brain's threat response and how this affects people's behaviour, motivation and performance.
- Differentiate between productive pressure and harmful overload by examining your own team for early signals of stress, fatigue and disengagement.
- Plan targeted re-engagement actions that match the signals you observe before issues turn into conflict or people leaving.

2

Staying Composed When Everyone Looks to You

- Identify your personal emotional triggers and early warning signs.
- Use self-regulation and energy-management techniques to stay calm and credible under pressure.
- Design a personal resilience plan that keeps you composed over time.

3

Leading With Clarity When People Feel Lost

- Explain why purpose, transparency and leadership presence give people stability when the future is unclear.
- Turn an uncertain strategic topic into an effective message.
- Build a communication plan for your key stakeholders.

4

Coaching When Time Is Short and Pressure Is High

- Distinguish coaching from mentoring and directing, and structured coaching from compassionate coaching.
- Run a focused short coaching conversation.
- Adjust your approach for difficult or overwhelmed team members.

5

Building Accountability Without Breaking Trust

- Diagnose the behaviours that signal dysfunction in your team and decide how to address them.
- Set clear expectations for a team member.
- Hold an accountability conversation using the feedforward.

6

Bringing It All Together

- Summarise your key learnings from the programme.
- Formulate a Commitment Contract with specific short- and long-term actions and the results you expect.



Learn

the key business skills and knowledge you need for your management role today and tomorrow



Practice

the skills you learn and get feedback, recommendations and coaching



Use

what you learn and practise as soon as you get back to your office

For more information please contact:

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