Empathetic Leadership and Professional Relationship Building Training Course

02 - 06 Nov 2026

Lisbon

4500 € (Per Person)

Ref: #IS4117_162049

Course Introduction / Overview:

This course is meticulously designed to transform managers into empathetic leaders capable of fostering strong, productive professional relationships. In today's dynamic work environment, the ability to lead with emotional intelligence is no longer a soft skill but a critical component of organizational success. This program delves deep into the principles of empathetic leadership, moving beyond mere theory to provide actionable strategies for building trust, enhancing team communication, and creating a culture of psychological safety. Drawing upon foundational concepts from acclaimed authors like Daniel Goleman, whose work in "Emotional Intelligence: Why It Can Matter More Than IQ" revolutionized our understanding of leadership, this course equips participants with the tools to understand and connect with their teams on a meaningful level. At BIG BEN Training Center, we believe that effective relationship building is the cornerstone of high-performing teams. Participants will learn to navigate difficult conversations, provide constructive feedback, and inspire loyalty and engagement, ultimately driving both employee well-being and business results. This journey will empower leaders to create an inclusive and supportive atmosphere where every team member feels valued, understood, and motivated to contribute their best work, leading to improved collaboration and innovation.

Target Audience / This training course is suitable for:

- Team Leaders and Supervisors.
- Department Managers and Directors.
- Human Resources Professionals.
- Project Managers.
- Executives and Senior Leadership.
- Aspiring and newly appointed managers.
- Anyone in a position of influence responsible for team performance.

Target Sectors and Industries:

- Technology and IT Services.
- Healthcare and Pharmaceuticals.
- Financial Services and Banking.
- Consulting and Professional Services.
- Retail and Customer Service.
- Manufacturing and Engineering.
- Governmental agencies and public sector organizations.
- Non-profit and educational institutions.

Target Organizations Departments:

- Human Resources and Talent Development.
- Operations and Production.
- Sales and Customer Relations.
- Project Management Office (PMO).
- Research and Development.
- Marketing and Communications.
- All departments with managerial and team leadership roles.

Course Offerings:

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

- Develop a deep understanding of the core principles of empathetic leadership.
- Apply active listening and advanced communication techniques to build rapport.
- Master the art of giving and receiving feedback constructively.
- Create and maintain a climate of psychological safety within their teams.
- Utilize empathy to effectively manage and resolve workplace conflicts.
- Strengthen team dynamics and foster a collaborative work environment.
- Lead diverse teams with greater inclusivity and cultural awareness.
- Implement strategies for coaching and mentoring team members for growth.
- Drive employee engagement and motivation through human-centered leadership.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be immersive, interactive, and highly practical, ensuring that participants can immediately apply their learning in the workplace. We move away from traditional lecture-based formats to a participant-centered approach that emphasizes experiential learning. The course incorporates a blend of expert-led presentations, interactive group discussions, and practical exercises. A significant portion of the training is dedicated to real-world case studies and role-playing scenarios, allowing participants to practice navigating difficult conversations and relationship-building challenges in a safe and supportive environment. Collaborative teamwork activities are used to reinforce concepts related to team cohesion and psychological safety. Participants will receive personalized feedback from the instructor and peers to refine their skills. Self-assessment tools and reflection exercises are integrated throughout the program to foster deep self-awareness and help individuals identify their unique leadership strengths and areas for development. This dynamic and engaging methodology ensures a rich learning experience that translates directly into enhanced leadership effectiveness and improved team performance.

Course Agenda (Course Units):

Unit One: The Foundation of Empathetic Leadership

- Defining empathy and its role in modern leadership.
- The neuroscience of empathy and emotional connection.
- Distinguishing between cognitive, emotional, and compassionate empathy.
- Assessing your current empathetic leadership style.
- The link between empathy, employee engagement, and retention.
- Understanding the core components of Emotional Intelligence (EQ).
- Developing self-awareness as the first step to empathy.

Unit Two: Core Skills for Empathetic Communication

- Mastering the art of active and reflective listening.
- Decoding nonverbal cues and body language.
- Techniques for asking powerful, open-ended questions.
- The practice of perspective-taking to understand others' viewpoints.
- Communicating with clarity, compassion, and authenticity.
- Using empathy mapping to understand team member experiences.
- Avoiding common communication pitfalls and assumptions.

Unit Three: Building Trust and Psychological Safety

- The role of vulnerability and authenticity in building trust.
- Strategies for creating a culture of psychological safety.
- Fostering an inclusive environment where all voices are heard.
- Building strong one-on-one relationships with team members.
- How to establish and communicate clear expectations with empathy.
- Empowering teams through delegation and trust.
- Celebrating successes and learning from failures as a team.

Unit Four: Applying Empathy in Difficult Situations

- Navigating conflict resolution with a focus on mutual understanding.
- A framework for conducting difficult conversations effectively.
- Delivering constructive feedback that inspires growth, not defensiveness.
- Receiving feedback with grace and an open mind.
- Managing emotionally charged situations with poise and compassion.
- Addressing underperformance with an empathetic and supportive approach.
- Setting boundaries while maintaining positive professional relationships.

Unit Five: Leading with Strategic Empathy and Vision

- Integrating empathy into your strategic decision-making process.
- Leading organizational change with transparency and support.
- Using empathetic coaching and mentoring to develop talent.
- Inspiring and motivating teams through a shared vision.
- Building resilient teams that can navigate challenges together.
- Cultivating a sustainable culture of empathy across the organization.
- Creating a personal action plan for continuous empathetic leadership development.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can a leader balance empathetic decision-making with the often-impersonal demands of business performance and organizational goals?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond the theoretical definitions of empathy to focus on its strategic and practical application in a corporate context. While many programs discuss the importance of empathy, our curriculum is built around actionable frameworks and real-world scenarios that equip leaders to handle the nuanced challenges they face daily. We emphasize the direct link between empathetic leadership and tangible business outcomes, such as increased innovation, lower employee turnover, and higher productivity. The program uniquely focuses on building psychological safety as a core leadership competency, a critical element often overlooked in traditional leadership training. Rather than just teaching participants what to do, we focus on the 'how'—providing specific techniques for active listening, conflict resolution, and delivering difficult feedback. The course structure encourages deep self-reflection, enabling leaders to understand their own emotional triggers and communication patterns, which is the foundation for authentic connection with others. It is an immersive experience designed not just to inform, but to transform leadership behavior for lasting impact.