

LEADERSHIP AND SUPERVISORY SKILLS

PROGRAMME DETAILS

Date: 16th – 17th September 2026

Time: 9:00 am – 3:00 pm

Venue: Best Western Premier Accra Airport Hotel

Fees: GHS 3,000.00 (VAT Incl.)



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PROGRAMME OVERVIEW

Organisations rely on supervisors and managers to translate strategy into execution. However, many professionals step into leadership roles without the practical skills required to lead people and drive results effectively.

This often results in unclear expectations, weak supervision, low accountability, inconsistent execution, and underperforming teams, all of which directly impact organisational performance and service delivery outcomes.

To achieve organisational goals, it is essential that supervisors and managers are equipped with the capability to lead teams with clarity, enforce accountability, and manage performance in a structured and consistent manner.

This programme is designed to strengthen leadership and supervisory effectiveness by equipping participants with practical tools to lead people, communicate expectations, manage performance, and address workplace challenges confidently.

Participants will develop the capability to drive team performance, improve accountability, and ensure consistent delivery of results aligned with organisational priorities.

PROGRAM OBJECTIVES

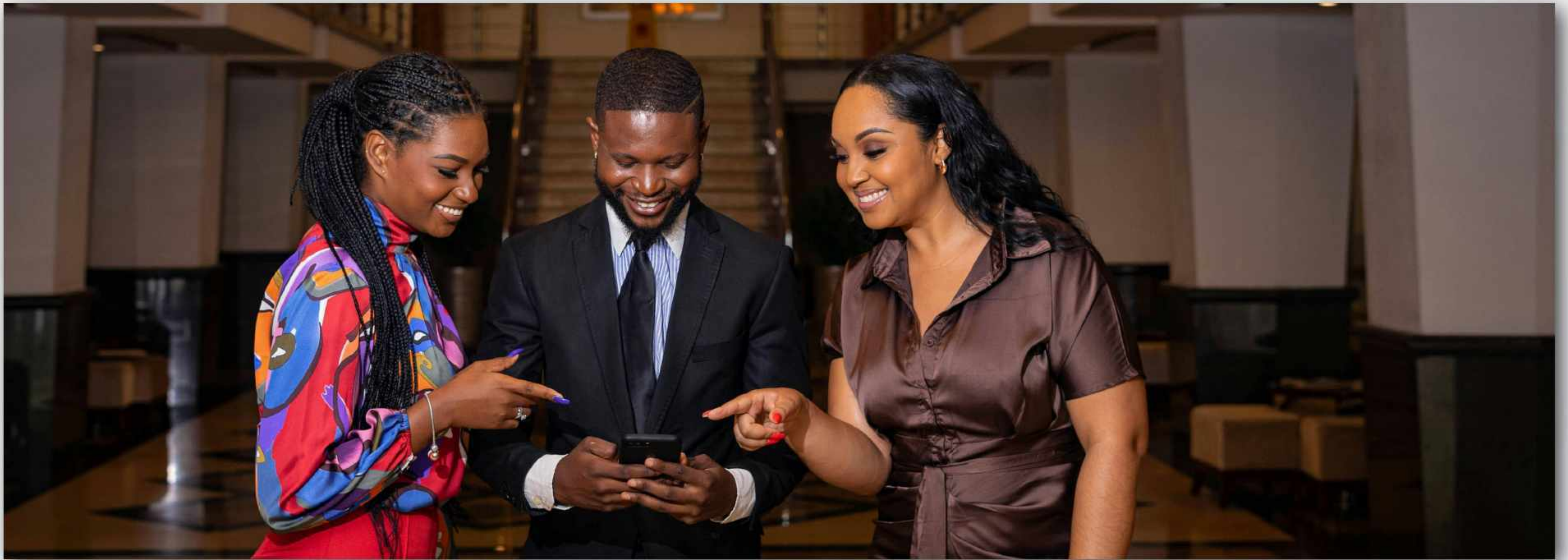
At the end of this programme, participants will be able to:

- Demonstrate a clear understanding of their role in driving team performance and accountability
- Set clear expectations and manage team performance with structure and consistency
- Apply practical leadership techniques to guide, motivate, and direct teams effectively
- Communicate clearly to improve alignment, coordination, and execution
- Handle team challenges, conflicts, and performance issues professionally



WHO SHOULD ATTEND?

This programme is designed for Heads of Departments, Supervisors, Team Leads, and Line Managers



KEY FOCUS AREAS

- ✓ Module 1: The Role of the Supervisor and Team Leader
- ✓ Module 2: Setting Expectations and Managing Performance
- ✓ Module 3: Driving Accountability and Team Discipline
- ✓ Module 4: Effective Communication for Supervisors
- ✓ Module 5: Managing Conflict and Difficult Situations
- ✓ Module 6: Motivating Teams and Sustaining Performance

RESOURCE PERSONS



James Laar

Managing Director, L'AINE HR

James Laar is a seasoned HR expert and Managing Director of L'AINE HR, with 20+ years' experience in

people strategy and organisational performance. He holds an MBA in Finance from Coventry University (UK) and brings extensive expertise in change management, project management, and compliance. He is also a trained Social and Ethical Compliance Auditor with strong knowledge of international standards, including ISO 9001 and SEDEX.



Clement Wiredu

Management Consultant & Human Capital Development Specialist

Clement Nana Wiredu is a management consultant and leadership facilitator

specialising in governance, change management, and institutional performance. He is recognised for advancing accountability and organisational transformation in African institutions and is the developer of the Managerial Excellence Framework (MEF), contributing through L'AINE Academy and L'AINE HR Services Ltd.

WHY CHOOSE L'AINE ACADEMY?

-  Over 30 years of HR and organisational development expertise
-  Practical, results-driven training tailored to real workplace needs
-  Interactive learning through discussions, case studies, and practical tools
-  Programmes designed to improve performance, accountability, and workplace effectiveness
-  Trusted learning partner for public and private sector organisations

ORGANISATIONS WE HAVE WORKED WITH



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