

MANAGING PEOPLE FOR STRATEGIC ADVANTAGE

Align people management practices and organisational competitive strategy

Date: Oct. 13, 2026

Duration: 3 days

Mode of Delivery: Hybrid



Overview

People are the true drivers of competitive advantage. The Managing People for Strategic Advantage programme helps leaders understand how to align human capital with business goals for long-term success. Participants will explore practical frameworks for motivating teams, managing performance, and fostering a culture of accountability and innovation. Through real-world insights and interactive learning, the programme equips leaders to implement strategic people management practices that inspire excellence, boost productivity, and position their organizations ahead of the competition.

Who should attend

This programme is designed for line managers, team leaders, technical experts, and professionals who want to strengthen their leadership and people management skills. It's ideal for those seeking to drive organizational success by maximizing employee performance and aligning people with strategic business goals.

Learning Objectives and Benefits

Participants on this programme will:

- Learn how to translate people management into measurable business success.
- Drive organizational change through effective leadership.
- Learn to motivate teams and boost performance for exponential growth.

PROGRAM FEE: N750,000

Structure and Curriculum

- Exploring core leadership styles and when to apply them
- Difference between management and leadership
- Leading with influence rather than authority
- Developing a personal leadership philosophy
- Introduction to the MBTI framework and its purpose
- Understanding the 16 personality types
- How personality differences impact communication and collaboration
- Leveraging MBTI results for better team dynamics
- Understanding the value of human capital in organisations
- Key HR functions that support business strategy
- Workforce planning and talent development
- Aligning people initiatives with organisational goals
- Setting clear and measurable performance expectations
- Conducting performance reviews that drive improvement
- Providing continuous feedback and coaching
- Creating development plans for employee growth
- Characteristics of high-performing teams
- Fostering psychological safety and trust
- Improving collaboration and accountability
- Strengthening team communication and cohesion

Secure Your Spot / Need to Know More?

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