

Effective Leadership Skills for Senior Leaders

Leading Strategy, People and Organisational Performance

Duration: 2 Days (14 Hours)

Programme Title

Effective Leadership Skills for Head of Departments, Senior Management & C-Suite Leaders

Programme Summary

Today's leaders operate in an increasingly complex, fast-changing, and highly competitive business environment where success depends not only on strategic direction but also on the ability to inspire people, lead organisational change, foster innovation, and create a high-performance culture.

This advanced leadership development programme is designed to strengthen the strategic leadership capabilities of Heads of Departments, Senior Management, and C-Suite executives. Participants will enhance their ability to think strategically, influence stakeholders, lead transformational change, develop future leaders, and build an accountable and agile organisation capable of delivering sustainable business performance.

The programme combines leadership best practices with practical business applications, strategic discussions, executive simulations, peer learning, and organisational case studies to ensure immediate workplace relevance and long-term leadership impact.

Programme Objectives

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

1. Strengthen strategic leadership capabilities to achieve organisational objectives.
 2. Develop leadership behaviours that foster trust, accountability, and high performance.
 3. Lead organisational change and transformation with confidence.
 4. Build and sustain high-performing teams through coaching and empowerment.
 5. Improve executive communication and stakeholder influence.
 6. Enhance strategic decision-making using critical and systems thinking.
 7. Develop future leaders through succession planning and talent development.
 8. Create a personal executive leadership action plan for sustained organisational impact.
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Learning Outcomes

Upon successful completion of this programme, participants will be able to:

- Apply strategic leadership principles in achieving organisational goals.
 - Demonstrate adaptive leadership across different organisational situations.
 - Lead organisational transformation initiatives effectively.
 - Influence stakeholders using executive communication techniques.
 - Foster innovation, collaboration, and accountability within their departments.
 - Coach senior team members to maximise performance and potential.
 - Make sound strategic decisions under uncertainty.
 - Build a culture of continuous improvement and operational excellence.
 - Develop practical leadership initiatives aligned with organisational priorities.
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Target Participants

This programme is suitable for:

- Chief Executive Officers (CEO)
 - Chief Operating Officers (COO)
 - Chief Financial Officers (CFO)
 - Chief Human Resources Officers (CHRO)
 - Chief Information Officers (CIO)
 - Chief Strategy Officers (CSO)
 - Directors
 - General Managers
 - Deputy General Managers
 - Heads of Departments
 - Senior Managers
 - Functional Leaders
 - Business Unit Heads
 - Future Executive Leaders
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Training Methodology

The programme adopts an executive learning approach that emphasises practical application, strategic thinking, and peer learning.

Learning methodologies include:

- Executive Facilitation
- Strategic Leadership Frameworks
- Leadership Diagnostics
- Executive Case Studies
- Organisational Simulations
- Business Scenario Planning
- Peer Learning Sessions
- Strategic Group Discussions
- Leadership Reflection
- Coaching Practice

- Stakeholder Mapping Exercises
- Executive Role Plays
- Action Learning Projects
- Leadership Action Planning

Learning Mix

- 25% Leadership Concepts
- 75% Practical Application, Discussion, Simulations and Executive Exercises

Programme Itinerary

Day 1 – Leading Self, People and Strategy

Time	Module	Topics Covered
8:30 – 9:00	Opening Session	Programme Expectations, Executive Leadership Assessment
9:00 – 10:30	Module 1: Strategic Leadership Mindset	Leadership in the VUCA/BANI Environment, Strategic Thinking, Leadership vs Management, Executive Responsibilities
10:30 – 10:45	Morning Break	
10:45 – 12:30	Module 2: Leading High-Performance Organisations	Organisational Culture, Vision Alignment, Accountability, Empowerment, Building Leadership Credibility
12:30 – 1:30	Lunch	
1:30 – 3:00	Module 3: Executive Communication & Influence	Influencing Stakeholders, Executive Presence, Difficult Conversations, Leading Across Functions
3:00 – 3:15	Afternoon Break	
3:15 – 5:00	Module 4: Coaching, Talent Development & Succession	Coaching for Performance, Developing Future Leaders, Delegation, Talent Pipeline, Succession Planning

Day 2 – Leading Change, Innovation and Business Results

Time	Module	Topics Covered
8:30 – 9:00	Day 1 Reflection	Leadership Insights and Key Learning Review
9:00 – 10:30	Module 5: Leading Organisational Change	Change Leadership, Managing Resistance, Building Agility, Leading Through Uncertainty
10:30 – 10:45	Morning Break	
10:45 – 12:30	Module 6: Strategic Decision Making	Critical Thinking, Systems Thinking, Risk-Based Decision Making, Ethical Leadership
12:30 – 1:30	Lunch	
1:30 – 3:00	Module 7: Innovation & High-Performance Leadership	Continuous Improvement, Innovation Culture, Cross-Functional Collaboration, Performance Excellence
3:00 – 3:15	Afternoon Break	
3:15 – 4:45	Module 8: Executive Leadership Action Plan	Personal Leadership Roadmap, Department Improvement Initiatives, Leadership Commitments
4:45 – 5:00	Closing Session	Programme Evaluation, Key Takeaways and Certificates

Expected Business Outcomes

Following implementation of the programme, organisations can expect measurable improvements in leadership effectiveness and organisational performance.

Strategic Leadership

- Stronger strategic thinking and execution
- Better alignment between departmental and organisational goals
- Improved quality of executive decision-making

Organisational Performance

- Higher productivity across departments
- Stronger accountability and ownership
- Improved operational effectiveness
- Better governance and leadership discipline

People Leadership

- More engaged and motivated employees
- Increased leadership confidence among senior leaders
- Improved employee development and succession readiness
- Stronger coaching and mentoring culture

Organisational Culture

- Enhanced collaboration across business units
- Improved communication between leadership levels
- Stronger trust and employee engagement
- Greater innovation and continuous improvement

Change Leadership

- More successful transformation initiatives
- Increased organisational agility
- Better management of resistance to change
- Faster adaptation to business challenges

Business Sustainability

- Stronger leadership pipeline
 - Improved talent retention
 - Better customer experience through effective leadership
 - Sustainable organisational growth and long-term business success
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Key Topics Covered

- Strategic Leadership
- Leadership Mindset
- Executive Presence
- Emotional Intelligence
- Organisational Culture
- Strategic Thinking
- Systems Thinking
- Executive Communication
- Stakeholder Management
- Coaching and Mentoring
- Talent Development

- Succession Planning
 - Change Leadership
 - Innovation Leadership
 - Risk-Based Decision Making
 - Ethical Leadership
 - High-Performance Teams
 - Accountability and Governance
 - Performance Excellence
 - Leadership Action Planning
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Deliverables

Participants will receive:

- Executive Leadership Workbook
- Strategic Leadership Self-Assessment
- Executive Coaching Toolkit
- Stakeholder Influence Framework
- Strategic Decision-Making Templates
- Change Leadership Guide
- Personal Executive Leadership Action Plan
- Certificate of Completion