



**Course Title:** Strategic Leadership

**Course Length:** 3 days

**Time Online:** N/A

**Time in Class:** 24 hours

**Time in Lab:** N/A

**Class Size:** Minimum 5 / Maximum 24

**Price Per Student:** \$2,795.00\*

**Location:** Company Site

**Course Description:**

As a strategic leader, it is your responsibility to ensure that your organization is moving in the right direction. Executives and high-level managers must have the practical insight necessary to address competitive business challenges. Each segment of this three-day course is designed to impart simple, but powerful lessons that will equip participants to more fully engage in strategic discussions, ask pertinent questions, facilitate critical decisions and shape high performing organizations. In addition, the course provides students with a personal leadership profile that illustrates their strengths and potential limitations. Participative exercises assist emerging executives with practical and effective methods of gaining organizational credibility and avoiding common errors in strategic leadership.

**Course Learning Objectives**

By attending this course, participants will be able to:

- Manage the critical factors that drive the success and failure of business strategies
- Anticipate the longer-term impact of strategic initiatives
- Attain credibility and support as you assume the helm of a new operation
- Avoid common errors made by leaders in transitioning to higher levels of responsibility
- Select the most effective approaches when framing strategic decisions
- Think strategically and systemically as you plan organizational change
- Influence the emergence of a more positive and functional corporate culture
- Eliminate turf battles, dropped balls and organizational duplication of effort
- Analyze and correct dysfunctional organizational dynamics
- Manage the strengths and limitations of your personal leadership style

**Course Syllabus**

- Introduction to Strategic Leadership
  - What exactly do we mean by leadership?

\* Price based on minimum enrollment, subject to change

- Who is and is not a leader?
  - At what point do we become leaders?
  - Critical elements of leadership support
  - Managing versus leading - is there really a difference?
  - Critical factors in assessing leadership performance
  - The relationship between leadership, strategy, human behavior, decision-making and organizational systems
- Understanding the Human Dimension
  - Similarities between animal behavior and human behavior
  - Influence of brain structure on human behavior
  - Creating long term employee motivation
  - Rules of thumb for predicting human behavior in organizations
  - Recognizing the symptoms of pathological leadership
  - Managing and defusing dysfunctional behavior
- Assuming the Helm
  - Managing the transition to a new workgroup
  - Common and avoidable errors of leadership
  - Developing and maintaining the support of your workgroup
  - Simple, but effective steps to improve workgroup performance
- Shaping Corporate Culture
  - Understanding the critical components of corporate culture
  - Forming productive organizational norms
  - How leaders contribute to dysfunctional cultures
  - Establishing a high-performance work environment
- Creating Organizations that Work
  - Creating an organizational charter
  - Selecting an effective management team
  - Thinking systemically
  - Importance of managing image and expectations
  - Creating meaningful performance indicators
  - Eliminating turf battles and duplication
  - Limitations on the application of common systems
- Facilitating Strategic Decisions
  - Critical Distinctions Between problems, decisions, and polarities
  - How to properly frame a decision
  - Selecting the decision makers
  - Common errors in decision making process
  - Essential elements of effective decision-making process
  - Knowing when the decision has been made
- The Leader's Role in Creating Effective Strategies
  - What exactly is a strategy?
  - Why business strategies fail
  - Internal and external considerations
  - What constitutes effective strategy?
  - Anticipating the impact of adaptive responses
  - Framing strategic initiatives
  - Barriers to strategy implementation
- Leading Strategic Change
  - Planning a change initiative

- Critical variables in organizational change
  - The leader's role in fostering change
  - Anticipating and dealing with resistance
  - Culture as a barrier to change
- Political Reality versus Dysfunctional Idealism
  - Gaining credibility in executive circles
  - Sources of leadership power
  - How power is gained and lost
  - The importance of building networks and relationships
  - How to avoid getting derailed
- Lessons of History for Strategic Leaders
- Developing a Leadership Profile
  - Charting your personal leadership profile
  - Identifying your leadership assets and liabilities
  - Creating a plan of action