

# Developing Executive Leadership and Strategic Agility





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**Be ready to respond to complex and unpredictable business changes and develop your skills as a strategist, communicator and coach to achieve goals and lead others.**

## Programme Objectives

In times of disruption and upheaval, it is the agile and resilient organizations that have a much better chance to survive – and even to thrive – in a shifting business environment.

When you are responsible for your organization's future, it's vital to be well equipped with competencies to optimize your company's performance—as well as your own career—through executive leadership training.

To exhibit real executive leadership skills in business, you must be a visionary, a trailblazer, a strategist, a communicator, a coach, a diplomat and a politician. You need to orchestrate a new game plan to navigate turbulent times and disruptive change with future orientation and entrepreneurial focus. This intensive executive leadership programme combines proven-in-action techniques, peer interaction, and insights from the latest research to help you master the competencies of effective executive leadership.

Also, you will be given techniques for organizational agility and resilience. Add to your repertoire of skills the ability to shift mindset and inspire behaviour change. Plus, the strategies to create flexible structures and processes that grow your organization's capability and performance.

## Who should attend?

This training programme is designed to provide executive leadership training for team leaders, ranging from midlevel managers to executives, who lead others with managerial responsibility.

It will benefit executives with strategic leadership roles who require strong decision-making skills and the ability to lead and motivate others in complex and turbulent situations. Participants include typically Team Leaders with over 12 years corporate experience.

## Competences covered

**Hr Management & Development:** Understanding and practicing people management capabilities and collaborating with HR & Training to attract, develop and retain staff.

**Adaptability and Learning:** building people capability by seeking and participating in opportunities for learning and being adaptable to change.



# How you will benefit

## How will you benefit?

After taking this programme, you will be able to:

- Build an executive leadership style that creates trust, sets a clear vision and guides your entire team toward greater performance and profit
- Gain insights into the key executive leadership skills and techniques you need to create a winning strategy
- Learn what real “coaching” consists of and how to build an extraordinary team that works together to deliver results
- Strengthen your “emotional intelligence” for greater professional achievement and satisfaction
- Identify the characteristics of effective leadership and the most common obstacles
- Develop an executive leadership style that adapts to the person and situation
- Improve performance through empowerment and effective delegation
- Clearly communicate mission, vision and value statements
- Build a cohesive unit that performs well in all situations
- Apply executive leadership training to continue your growth as a leader through a self-development plan
- Examine the practices of the most agile and resilient organizations
- Get your organization in shape to navigate turbulent times and disruptive change
- Develop a capacity for foresight – anticipating change
- Get tools for exploring market opportunities
- Build a plan and practice techniques to gain buy-in for changes
- Lead and motivate others toward agile and resilient mindset and behaviour
- Further develop your personal agility and resilience

# What will you learn and practise?

## Day 1 - Day 2 - Day 3 Developing Executive Leadership

### Module 1: Understanding Today's Executive Leadership Expectations

- Examining your executive leadership challenges
- Exploring the fundamental concepts of executive leadership
- The four-factor model of effective executive leadership
- Differentiating between leadership and management
- Identifying the executive leadership requirements for the 21st century

### Module 2: Leadership with the Head: Exploring the Strategic Elements of Executive Leadership

- Defining mission, vision and values
- Focusing on the "big picture" when building the culture
- The importance of planning and prioritizing in day-to-day activities
- Taking the time to focus on envisioning the future
- How a personal vision statement helps you achieve your organizational vision

### Module 3: Leadership with the Hands: Understanding and Appreciating Situational Leadership® II, the Art of Influencing Others

- How to develop people, value differences and encourage honest communication
- Developing your leadership style to gain commitment from your employees
- Matching your leadership style to your employees' developmental needs

### Module 4: Leadership with the Feet: Personal Values and Ethics at Work

- Understanding the challenges you face—and the various ways you can manage them
- Creating a culture of trusting relationships
- How individualized "passionate purpose" provides a context for consistency and credibility

### Module 5: Leadership with the Heart: Practicing Ways to Communicate

- Executive leadership techniques for enhancing pride in the work and the organization
- Motivating the workforce: three elements that ensure increased job satisfaction and productivity
- Examining the role of "emotional intelligence" in successful executive leadership
- Assessing your "emotional intelligence": your strengths and areas that need development

### Module 6: Creating an Executive Leadership Development Plan

- Complete a Leadership Development Plan
- Receive Feedback on Your Development Plan
- Prepare and Plan for the Continuing Learning Experiences

# What will you learn and practise?

## Day 4 - Day 5 Strategic Agility and Resilience

### Module 1 - Introduction

- Identify Agility and Resilience
- Explore the Characteristics of Agile and Resilient Organizations
- Identify Characteristics You Would Like to Develop

### Module 2 - Agile, Resilient Organizations

- Identify Characteristics of Agile, Resilient Organizations
- Understand How Some Large Organizations Manage to Be Agile
- Understand Agility as a Way to Be Resilient
- Assess Your Organizational Agility

### Module 3 - What Agile, Resilient Organizations Do

- Scan the Environment
- Experiment Small-Scale
- Adapt the Organization
- Learn and Grow

### Module 4 - Agility Practice

- Practice Change Leadership to Help an Organization Become More Agile
- Experience Disruption

### Module 5 - Leading Agility and Resilience

- Lead Transformation
- Adapt Agile Management Techniques to Your Purpose
- Motivate and Engage for Agility and Resilience

### Module 6 - Personal Agility

- Assess Your Personal Agility
- Identify Strategies for Developing Your Personal Agility and Resilience
- Practice Personal Agility
- Envision Resilience

### Module 7 -Action Planning

- Create a Plan for Increasing Agility in Yourself, Your Team, Your Organization
- Improve Your Plan with Peer Feedback

## Booking details

 <b>Duration</b>	5 Days
 <b>Type</b>	Classroom
 <b>Price</b>	€4950



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## Register Now

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