

Developing Executive Leadership in a Disruptive Change Environment



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Develop your skills as a strategist, communicator and coach to lead others, and promote a disruptive mindset to achieve new and sustainable growth in your organisation.

Breakthrough growth isn't about luck. It requires that everyone in the organization change their mindset from what is to what if and create a disruption. Disruption equips us with the ability to withstand external threats, like competition, technology, government regulations, demographic shifts, economic uncertainty, and other influences.

It's vital for you as a leader to be well equipped to optimize your company's performance—as well as your own career—with 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. The world's most successful leaders are able to focus on the big picture and uphold high standards while wearing many hats.

As a leader of disruptive innovation, you will help your business capitalize on new opportunities and safeguard it against stagnation and obsolescence. In this programme for experienced leaders, you'll identify and develop pivotal skills for being a visionary leader who is able to get ahead of the curve, prime others in your organization to welcome disruption, and do away with the common organizational resistance that often prevents companies from embracing the unexpected.

This intensive executive leadership programme combines proven-in-action techniques with peer interaction and insights from the latest research to help you master the competencies of effective executive leadership and prepare the roadmap you need to seize new opportunities and bounce back even stronger from unforeseen changes.

Who should attend?

This 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 also benefit senior managers in all industries who are responsible for choosing and implementing an organizational and divisional strategy that will produce optimal results. Participants include typically **Team Leaders** with over 12 years corporate experience.

Competences covered

Change Management: Stakeholder Impact Analysis, Change Management Planning, Monitoring Plans and Implementing Corrective & Preventive Actions.

Adaptability and Learning: Building People Capability, Flexible Mindset, Driving Positive 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
- Develop and apply a curious, “what if” mindset—the ability to think “futuristically”
- Be ready to embrace and implement rapid changes
- Identify and respond to both threats and opportunities for disruption
- Understand and assess disruption from the point of view of those being disrupted
- Develop inner courage and willingness to face disruption
- Acquire strategies to overcome organizational stagnation
- Enable a consistent flow of ideas into the innovation pipeline
- Lead your organization to positive change

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

Day 4 - Day 5 Leading Disruptive Change and Innovation

Module 1 - Introduction to Disruption

- Define Disruption as Viewed in Today's Business World
- Recognize What Makes an Organization Ripe for Disruption
- Understand the Forces Influencing and Leading to Disruption

Module 2 - Agility

- Define and Appreciate the Value of Agility in the Face of Disruption
- Recognize New Value Drivers That Will Lead to Success
- Spot Barriers to Companies Taking Actions in the Face of Disruption

What will you learn and practise?

Day 4 - Day 5 (Continuation)

Module 3 - Scan Trends

- Take a Comprehensive Study of Where Disruption Might Be Coming to Your Industry and Market from the More Encompassing Environment
- Identify Potential Innovations and Technological Advances That Are Likely to Change the Way Your Business Will Work in the Future
- Anticipate New Desires of Customers and Potential Competitive Developments That Could Disrupt Your Work

Module 4 - Build as You Go

- Move Beyond SWOT in Order to SOAR
- Envision What the Future of the Company Could Be
- Establish a Path to Grow
- Anticipate New Business Models and Partners Needed to Achieve Successful Disruption

Module 5 - Practice Case Study

- Practice and Refine Your Ability to Apply Environmental Scanning Skills to a Particular Situation
- Design a Disruptive Move Within an Established Organization and Test Your Ideas in Real Time
- Establish the Initial Steps for Organizing and Implementing the Disruptive Move

Module 6- Agile Response

- Identify the Characteristics of Adaptable Organizations
- Recognize the Difference of Managing Disruption from Inside an Incumbent Versus Creating a Spin-Off Organization
- Identify the Skills and Experiences of Managers That Are Valuable When Taking on a Disruptive Target
- Identify Critical Management Structures That Support Achieving Disruption

Module 7 - Leadership Courage

- Evaluate Your Own Current Capacity to Lead Within a Disruptive Environment
- Access New and Existing Behaviours That Support Disruptive Innovation

Module 8 - My Action Plan

- Identify the Areas of Your Learning That You Wish to Put into Practice
- Put Your Learning into Action with Concrete Steps That Will Bring Awareness of Disruptive Change into Your Organization
- Continue to Apply the Principles You've Gained in This Class and Bring These to Your Company

Booking details

 Duration	5 Days
 Type	Classroom
 Price	€4950



ALSO AVAILABLE AS AN
IN-COMPANY PROGRAMME

Register Now

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