

Course Name

The Strategic Leadership and Transformation Program

Sector Name

Management And Leadership

Document Type

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The Strategic Leadership and Transformation Program

Course Introduction

In today's rapidly evolving business environment, senior leaders are expected not only to formulate strategy, but also to translate strategic direction into meaningful organizational transformation.

This advanced five-day program provides leaders with the strategic thinking, transformational leadership, innovation, and execution capabilities required to navigate complexity, identify emerging opportunities, lead organizational change, and build agile, accountable, and high-performing organizations.

The program integrates strategic foresight, strategic decision-making, transformational leadership, innovation, digital transformation, stakeholder engagement, organizational culture, performance management, and change execution. Participants will explore practical frameworks and internationally recognized change models while applying them to real organizational challenges.

By the end of the program, participants will have developed a practical roadmap for leading strategy and transformation within their own organizations.

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The Strategic Leadership and Transformation Program

Target Audience

- ✓ Senior Executives and Executive Leaders
- ✓ Directors and Senior Directors
- ✓ Department and Division Heads
- ✓ Strategy and Transformation Leaders
- ✓ Business Development Leaders
- ✓ Senior and High-Potential Managers
- ✓ Leaders responsible for organizational performance, change, and transformation

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Learning Objectives

- ✓ Apply strategic and analytical thinking to complex organizational challenges.
- ✓ Strengthen strategic foresight and anticipate future trends, risks, and opportunities.
- ✓ Analyze internal capabilities and external business environments.
- ✓ Translate organizational vision into strategic priorities and measurable objectives.
- ✓ Evaluate strategic alternatives and make informed strategic choices.
- ✓ Lead transformational and organizational change effectively.
- ✓ Apply recognized change frameworks, including Kotter's 8-Step Model and ADKAR.
- ✓ Strengthen organizational agility and resilience during transformation.
- ✓ Foster innovation, design thinking, and an experimentation mindset.
- ✓ Leverage digital technologies as enablers of transformation.
- ✓ Build high-performing, empowered, and accountable teams.
- ✓ Influence stakeholders and communicate transformation effectively.
- ✓ Translate strategy into performance targets and measurable outcomes.

- ✓ Strengthen governance, accountability, and risk awareness during transformation.
- ✓ Develop an actionable Strategic Leadership & Transformation roadmap.

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Course Outline

✓ DAY 1

Strategic Leadership, Strategic Thinking & Foresight

The Strategic Leadership Mindset

- ✓ The evolving role of leaders in a complex and disruptive environment
- ✓ Leadership versus management: strategic and operational perspectives
- ✓ Moving from operational management to enterprise-level leadership
- ✓ Characteristics of successful strategic and transformational leaders
- ✓ Leading authentically and ethically
- ✓ Developing confidence as a strategic decision-maker

Strategic Thinking and Creating the Future

- ✓ The essence of strategy
- ✓ Practicing strategic thinking
- ✓ Analytical versus creative strategic thinking
- ✓ Strategic versus operational objectives
- ✓ Developing a future-oriented leadership mindset
- ✓ Recognizing disruptive opportunities and emerging challenges

Strategic Foresight

- ✓ Understanding strategic foresight
- ✓ Quantitative and qualitative approaches to foresight
- ✓ Identifying emerging trends and strategic signals
- ✓ Scenario thinking and alternative futures
- ✓ Building expert networks to strengthen strategic foresight
- ✓ Turning foresight into strategic opportunity

Strategic Environment & Organizational Capabilities

- ✓ Analyzing the external business environment
- ✓ Evaluating organizational competencies and capabilities
- ✓ Resource-based approaches to strategy
- ✓ Identifying strategic strengths, gaps, and vulnerabilities
- ✓ Understanding the global economy and its implications for strategy
- ✓ **Practical Application:** Strategic Environment & Future Scenario Analysis

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Course Outline

✓ DAY 2

Strategy Formulation, Strategic Choice & Execution

Translating Vision into Strategy

- ✓ Connecting purpose, vision, mission, and strategy
- ✓ Defining strategic priorities
- ✓ Developing meaningful strategic and operational objectives
- ✓ Translating corporate mission and strategy into performance targets
- ✓ Aligning strategic priorities across functions

Strategic Choice & Decision-Making

- ✓ Identifying and evaluating strategic alternatives
- ✓ Strategic choice and prioritization
- ✓ Balancing growth, risk, resources, and stakeholder expectations
- ✓ Making strategic decisions under uncertainty
- ✓ Overcoming strategic decision-making biases

Building Strategic and Competitive Advantage

- ✓ Building strategic advantage through operational and service excellence
- ✓ Creating customer value
- ✓ Customer centricity as a strategic capability
- ✓ Cost-based versus differentiation-based strategies
- ✓ Designing and executing growth strategies
- ✓ Identifying high-potential opportunities in developed and emerging markets
- ✓ Partnerships and strategic alliances as growth enablers

From Strategy to Execution

- ✓ Understanding the strategy-execution gap
- ✓ Converting strategic priorities into initiatives
- ✓ Establishing ownership and accountability
- ✓ Aligning resources with strategic priorities
- ✓ Developing strategic performance targets and measures
- ✓ Driving corporate performance
- ✓ **Practical Application:** Strategy-to-Execution Mapping Exercise

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The Strategic Leadership and Transformation Program

Course Outline

✓ DAY 3

Leading Organizational Transformation & Change

Understanding Organizational Transformation

- ✓ Why transformation has become a strategic leadership imperative
- ✓ Incremental change versus transformational change
- ✓ Understanding radical and transformational change
- ✓ Assessing organizational readiness and the need for transformation
- ✓ Defining the current state and desired future state
- ✓ Establishing the foundations for successful transformation

Transformational Leadership

- ✓ Principles and components of transformational leadership
- ✓ The role of leadership in organizational transformation
- ✓ Adapting leadership styles to organizational and team needs
- ✓ Empowering people to drive transformation
- ✓ Creating trust, commitment, and psychological ownership
- ✓ Leading through ambiguity and uncertainty

The Human Side of Transformation

- ✓ Understanding the psychology of change
- ✓ Individual, team, and organizational responses to transformation
- ✓ Identifying and addressing resistance
- ✓ Strengthening resilience and adaptability
- ✓ Transforming organizational culture
- ✓ Maintaining engagement during periods of uncertainty

Change & Transformation Frameworks

- ✓ Kotter's 8-Step Change Model
- ✓ ADKAR Change Model
- ✓ Transformational change approaches
- ✓ Designing alternative change strategies
- ✓ Planning and managing transition stages
- ✓ Selecting the appropriate approach for different transformation challenges
- ✓ **Practical Application:** Organizational Transformation Case Study & Change Roadmap

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✓ DAY 4

Innovation, Digital Transformation & High-Performance Organizations

Leading Innovation Strategically

- ✓ Developing a more innovative organization
- ✓ Building an experimentation mindset
- ✓ Creating a culture that supports innovation
- ✓ Understanding and promoting design thinking
- ✓ Moving from ideas to organizational value
- ✓ Becoming an entrepreneurial leader
- ✓ Balancing innovation, governance, and risk

Digital Transformation

- ✓ Understanding the strategic impact of digital technologies
- ✓ Leveraging emerging technologies for organizational transformation
- ✓ AI, data, automation, and digital platforms as transformation enablers
- ✓ Identifying strategic and tactical opportunities created by technology
- ✓ Leading the people and cultural dimensions of digital transformation
- ✓ Building organizational readiness for future technologies

Creating an Agile, High-Performance Organization

- ✓ Characteristics of agile and adaptive organizations
- ✓ Building organizational flexibility and resilience
- ✓ Accelerating decision-making
- ✓ Empowering teams while maintaining strategic alignment
- ✓ Breaking down organizational silos
- ✓ Creating high-performance teams
- ✓ Leading talent and strengthening organizational capabilities

Accountability, Governance & Risk

- ✓ Leading an accountable organization
- ✓ Creating clear ownership for strategic outcomes
- ✓ Strengthening governance during transformation
- ✓ Improving management and board alignment
- ✓ Integrating risk awareness into strategic decisions
- ✓ Balancing empowerment with accountability
- ✓ **Practical Application:** Innovation & Transformation Challenge

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✓ DAY 5

Leading Transformation, Influence & Sustainable Execution

Mobilizing People Around Transformation

- ✓ Creating a compelling transformation vision
- ✓ Building stakeholder commitment
- ✓ Mapping stakeholders and understanding influence
- ✓ Communicating transformation with clarity and purpose
- ✓ Influencing without formal authority
- ✓ Building executive sponsorship and organizational alignment

Executive Influence & Negotiation

- ✓ Strategic influence for senior leaders
- ✓ Building credibility and leadership presence
- ✓ Negotiating effectively in complex situations
- ✓ Managing competing stakeholder interests
- ✓ High-stakes negotiation and strategic decision-making
- ✓ Creating alignment around difficult strategic choices

Measuring Transformation Success

- ✓ Defining transformation success
- ✓ Establishing strategic and transformation KPIs
- ✓ Leading versus lagging indicators
- ✓ Measuring organizational performance and benefits realization
- ✓ Monitoring transformation progress
- ✓ Using performance insights to adjust strategy
- ✓ Measuring the effectiveness of organizational change

Sustaining Strategic Transformation

- ✓ Embedding new behaviors and ways of working
- ✓ Preventing regression to old organizational practices
- ✓ Reinforcing transformation through culture and leadership
- ✓ Strengthening continuous improvement
- ✓ Developing long-term organizational transformation capability
- ✓ Leading an agile and resilient organization

Strategic Leadership & Transformation Action Plan

- ✓ Identifying individual strategic leadership priorities
- ✓ Defining key transformation objectives
- ✓ Identifying stakeholders, risks, and potential barriers
- ✓ Establishing measurable success indicators
- ✓ Developing a **90-Day Strategic Leadership & Transformation Action Plan**
- ✓ **Final Application:** Executive Transformation Challenge & Presentation of 90-Day Action Plans



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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Oct. 26, 2026	Oct. 30, 2026	5 days	4950.00 \$	Italy , Milan
Feb. 1, 2027	Feb. 5, 2027	5 days	4250.00 \$	UAE , Dubai

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