



Consulting and Training | Reach New Heights

Course Name

Mastering the Challenge of Transformational Leadership

Sector Name

Management And Leadership

Document Type

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Mastering the Challenge of Transformational Leadership

Course Introduction

In today's fast-evolving and increasingly complex global landscape, exceptional leadership requires more than operational excellence—it demands vision, resilience, influence, and the courage to challenge the status quo.

BOOST's Mastering the Challenge of Transformational Leadership is a transformative five-day experience designed for accomplished leaders who are ready to redefine their leadership impact.

This intensive programme goes beyond theory to immerse participants in real-world challenges, advanced leadership practices, and self-reflective insights. Through dynamic simulations, strategic frameworks, and peer learning, participants will sharpen their ability to lead high-performing teams, drive innovation, and create lasting organizational value.

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Target Audience

This programme is tailored for senior executives, directors, and organizational leaders responsible for strategic decision-making and driving sustainable growth.

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Mastering the Challenge of Transformational Leadership

Learning Objectives

- ✓ Distinguish transformational leadership from other leadership styles and know when to use it.
- ✓ Craft and communicate a compelling vision that aligns people and strategy.
- ✓ Diagnose organizational readiness for change and map stakeholders/power dynamics.
- ✓ Build psychological safety, trust, and accountability across teams and functions.
- ✓ Lead culture shifts through values, symbols, and reinforcing systems.
- ✓ Use data, stories, and metrics to mobilize commitment and sustain momentum.
- ✓ Navigate resistance, conflict, and ambiguity with ethical judgment

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Mastering the Challenge of Transformational Leadership

Course Outline

✓ DAY 01

Foundations of Transformational Leadership

- ✓ Core principles: vision, inspiration, intellectual stimulation, and individualized consideration.
- ✓ Comparing styles: transactional vs. transformational vs. servant/adaptive.
- ✓ Leadership identity: mindsets, biases, and the shift from authority to influence.
- ✓ Systems thinking: seeing interdependencies and second-order effects.
- ✓ Purpose & vision: crafting a crisp “north star” and strategic narrative.
- ✓ Values to behaviors: translating principles into observable actions.
- ✓ Personal leadership charter: commitments, boundaries, and success criteria.

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Course Outline

✓ Day 02

Strategic Change & Stakeholder Alignment

- ✓ Change frameworks: Kotter, ADKAR, and emergent change—when to use which.
- ✓ Readiness assessment: culture, capacity, constraints, and risk.
- ✓ Stakeholder mapping: interests, influence, coalitions; power/interest grid.
- ✓ Storytelling for change: messages, metaphors, and moments that matter.
- ✓ Governance & operating cadence: forums, decision rights (RACI), and rhythms.
- ✓ Metrics that matter: leading vs. lagging indicators; outcome vs. activity.
- ✓ Road-mapping: from vision to initiatives, workstreams, and critical path.

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Course Outline

✓ Day 03

Culture, Teams, and Performance at Scale

- ✓ Culture levers: symbols, rituals, policies, and talent systems.
- ✓ Psychological safety & trust: norms, agreements, and repair protocols.
- ✓ High-performance teams: roles, interlocks, and escalation pathways.
- ✓ Delegation & empowerment: decision guardrails and autonomy with accountability.
- ✓ Coaching toolkit: GROW model, feedforward, and strengths-based development.
- ✓ Inclusion & belonging: leveraging diversity for creativity and resilience.
- ✓ Performance architecture: OKRs/KPIs, review cadences, and incentives.

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Course Outline

✓ Day 04

Leading Through Resistance, Conflict, and Uncertainty

- ✓ Sources of resistance: loss, identity threats, overload; how to surface and address.
- ✓ Influence tactics: coalition building, social proof, quick wins, and symbolic acts.
- ✓ Conflict mastery: interests vs. positions, negotiation frames, and mediation.
- ✓ Decision-making under ambiguity: heuristics, premortems, red-team reviews.
- ✓ Ethics & integrity: values tests, stakeholder impacts, and transparency.
- ✓ Communication under pressure: crises, rumors, and narrative control.
- ✓ Personal resilience: energy management, boundaries, and reflective practice.

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Course Outline

✓ Day 05

Execution, Scaling, and Sustainment

- ✓ Operating model shifts: structure, process, technology, and capability uplift.
- ✓ Portfolio management: prioritization, sequencing, and dependency handling.
- ✓ Benefits realization: benefit maps, ownership, and verification methods.
- ✓ Talent flywheel: succession, communities of practice, and leader pipelines.
- ✓ Change adoption at the edges: frontline engagement and feedback channels.

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Dec. 28, 2026	Jan. 1, 2027	5 days	4250.00 \$	UAE , Dubai
June 8, 2026	June 12, 2026	5 days	4250.00 \$	UAE , Dubai
Sept. 14, 2026	Sept. 18, 2026	5 days	4950.00 \$	Spain , Madrid
March 15, 2027	March 19, 2027	5 days	4250.00 \$	UAE , Abu Dhabi

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