Syllabus

Strategic Leadership for High-Performing Teams

Duration: 18,00 hrs, 3,00 day(s)

Target Audience:
Middle Manager, Operational employee, HR

Objectives:

This leadership programme is an advanced, practice-driven journey designed to equip leaders with the strategic, relational, and execution capabilities required in complex, fast-changing environments.

Blending leadership challenges (AI, sustainability, hybrid work, resilience, stakeholder capitalism) with leadership behaviours (executive presence, accountability, coaching, decision-making), the programme focuses on real behavioural change, not theory accumulation.

Participants work on live organisational issues, apply tools between sessions, and progressively integrate purpose, performance, and people leadership into a coherent executive leadership model.

The programme is delivered over 8 modules, each combining strategic insight, experiential learning, and practical application.

Prerequisite:

Methodologies:

Choose from our different training methodologies :

- Face to Face Session (Seminar)
- Instructor Led Online (Webinar)
- 1-TO-1 Coaching

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Syllabus

Content:

Module 1 : Purpose, Executive Presence & Strategic Vision

- Aligning organisational purpose, values, and strategy in a volatile global context
- Executive presence and strategic communication in high-stakes environments
- Translating purpose into clear, credible leadership narratives

Key Deliverable:

A purpose-driven strategic narrative and a high-impact communication framework applied to a real leadership situation

Module 2 : Digital Transformation, AI & Strategic Decision-Making

- Understanding AI, automation, and data as leadership tools
- Ethical, transparent, and human-centered AI adoption
- Making strategic decisions with incomplete information

Key Deliverable:

An understanding of how AI-supported process improvement or decision framework works, with ethical guardrails.

Module 3 :Hybrid Work, Organisational Models & Collaboration

- Designing effective hybrid and flexible work models
- Redefining accountability, culture, and collaboration beyond physical presence
- Building trust-based, cross-functional leadership teams

Key Deliverable:

A team charter and hybrid collaboration model tailored to each participant's organisation

Module 4 : Emotional Intelligence, Self-Leadership & Team Dynamics

- Identifying personal leadership triggers and derailers
- Managing conflict, resistance, and emotional pressure
- Balancing results, collaboration, innovation, and structure

Key Deliverable:

A personal trigger-to-response plan. Understanding self-leadership for an applied conflict or change conversation.

Module 5 : Resilience, Change Leadership & Coaching

- Leading through uncertainty, disruption, and sustained change
- Building personal and organisational resilience
- Coaching for ownership, adaptability, and performance

Key Deliverable:

A personal change and resilience plan to move forward better equipped, with more confidence and serenity

Module 6 : Ownership, Accountability & Performance Without Micromanagement

- Creating clarity of expectations and standards
- Addressing underperformance constructively
- Holding people accountable while preserving trust and engagement

Key Deliverable:

An accountability contract applied to a real team or business challenge.

Module 7 :Sustainability, Ethics & Stakeholder Engagement

- Integrating ESG, ethics, and long-term value creation into leadership decisions
- Navigating trade-offs between profitability, sustainability, and social impact
- Engaging diverse stakeholders with credibility and inclusiveness

Key Deliverable:

An ESG or stakeholder engagement strategy aligned with organisational purpose and performance.

Module 8 : Strategic Integration, Innovation & Culture of Accountability

- Integrating leadership behaviours into a coherent executive model
- Leading innovation while embracing paradox and complexity
- Embedding a culture of accountability, learning, and growth

Key Deliverable:

An Executive Leadership action plan, that each participant will customize as per own context.