

STRATEGIC LEADERSHIP

AUDIENCE

EL Executive Leaders

LL Leaders of Leaders

FORMATS

In-Person: 2 Days

Virtual: 2 hrs. X 7 sessions

“Strategic leadership is essentially strategic thinking to drive insight and action, which rarely occurs spontaneously.”

-Michael Porter

COURSE OVERVIEW

Strategic leadership is the ability to think on a big and small scale, long and short term, into the past, present, and future – with the judgement and insight needed to develop and execute a winning business strategy.

While strategic leadership is a valuable skill for every leader in an organization, it becomes increasingly essential as one ascends the leadership ladder. Strategic leadership includes an integration of critical thinking, systems thinking and strategic thinking. It is often the “secret sauce” that accelerates a leadership career. And lack of strategic ability will often impede one’s professional progress.

This course is designed to help a leader understand how corporate values and culture link to business strategy and execution. Leaders learn how to drive employee engagement, how to conduct a situational analysis and how to develop a winning business strategy. They also learn how to plan for the execution of a new strategy, how to communicate a compelling vision and mobilize employees to embrace the change.

This workshop is also designed to help participants improve their critical-thinking and problem-solving processes while applying these new skills to workplace challenges and ultimately make better decisions.

This workshop includes pre-work assignments, facilitated discussions, case studies, individual and small-group work, and other tools to assist participants in applying learning to their business roles.



BUSINESS IMPACT

- 1 Leadership teams are able to develop an alignment of core values, culture and employee engagement strategy.
- 2 Leaders are better equipped to “think about their thinking” which enables better judgement and decision-making.

- 3 Leaders learn to use strategic planning to guide the direction of their business and enhance the working culture of their teams.
- 4 Execution of business plans becomes more consistent and successful because of more strategic and contingency thinking.

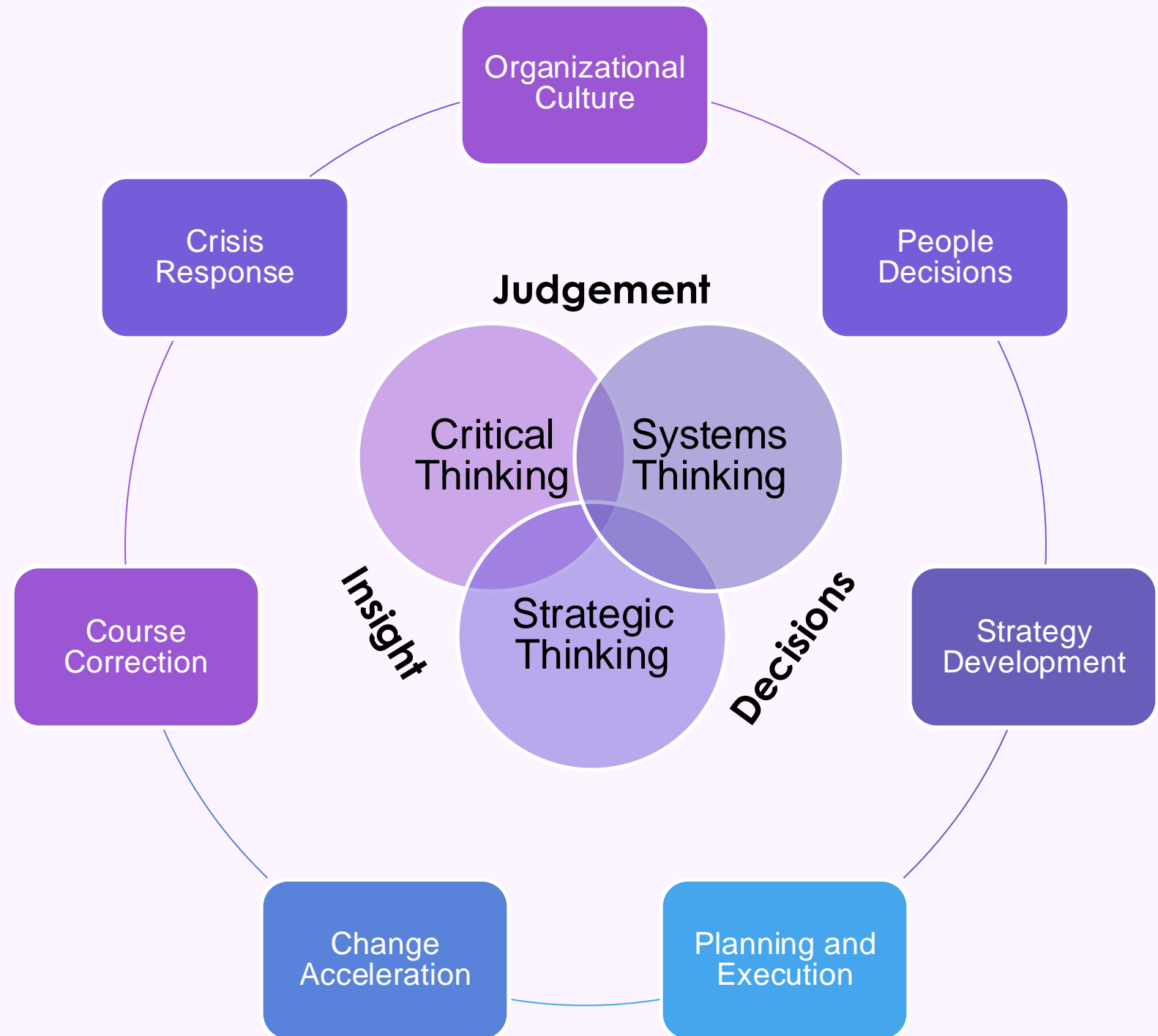
- 5 Business planning and decisions are based upon more objective data and information because of a thorough discovery process.
- 6 Scenario planning is used more frequently to be better prepared when plan execution produces a sub-optimal result.

STRATEGIC LEADERSHIP

INFOPRO LEARNING'S STRATEGIC LEADERSHIP MODEL

LEARNING OBJECTIVES

- Leaders learn to align organizational core values and culture with strategic intent and priorities.
- Leaders align their own values, vision and personal leadership “brand” with organizational strategy.
- Leaders enhance their ability to make discerning people decisions with a focus on alignment of values and competencies (right person/right seat).
- Leaders learn to develop a winning competitive strategy based upon situational analysis and deep insights regarding customers, employees, and the business environment.
- Leaders learn to apply critical, systems, and strategic thinking to all vital business decisions.
- Leaders learn to use the “Change Acceleration Toolkit” to facility rapid organizational alignment
- Leaders learn about formal tools and systems as well as informal methodologies available to develop strategy and to plan for execution.
- Leaders learn to apply situational analysis and communication strategies during a crisis response.



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LEARNING JOURNEY – 2-Day Classroom or 7-session virtual learning (example shown below)

Module 1 (2 hours)

Organizational Culture

- Core responsibility of a leader
- Core values
- Instrumental Values
- How leaders impact culture
- Leadership authenticity
- Culture “Blind Spots”
- The Leadership Bubble
- Assessing Culture and Engagement

Interession Activity**

Module 2 (2 hours)

People Judgement and Decisions

- Getting the right people in the right seats
- Aligning people decisions with core and instrumental values
- Rationalizing and evolving organizational structure
- Assessing employees for right person/right seat

Interession Activity**

Module 3 (2-3 hours)

Strategy Development

- The VUCA Environment
- Strategy development process
- Asking the right questions
- Situational Analysis
- Strategy vs. Planning
- Winning Value Proposition
- Developing genuine insight
- The “Vital Few” key priorities

Interession Activity**

Module 4 (2 hours)

Planning and Execution

- Measures, incentives, structure and process
- The executional journey
- Aligning strategy execution with culture and values
- Identify “gaps,” then assign teams and “owners”
- Adaptive and resilient culture

Module 5 (2 hours)

Change Acceleration

- Overcoming resistance to change
- The Sigmoid Curve
- Frozen mental models
- Deal directly with resistors
- A compelling leadership strategy message
- Change Acceleration Toolkit

Interession Activity**

Module 6 (2 hours)

Iteration and Course Correction

- Experimenting in the strategic execution cycle
- The After-Action Review
- Planning for iteration
- Converting “failures” into educational “experiments”
- Quick recognition and course correction

Interession Activity**

Module 7 (2 hours)

Crisis Response

- Crisis Situational Analysis
- Align response with values, “brand promise” and strategy
- Define the “vital few” priorities that will make the most impact
- Develop a comprehensive communication strategy
- Assign teams and individual “owners” to all priorities.

Post-Work

- Personal Development Action Planning
- 30-60-90 Day Action Plan Reviews *
- Virtual, Group Touchpoint Session *

Recommended*