

# Strategic Leadership

## Introduction

Successful leaders use strategic thinking to move beyond reacting to day-to-day events, ensuring that their decisions are aligned with organisational values, vision and goals. With strategic thinking, leaders can develop an understanding of the organisational objectives which they are responsible for. Rather than just reacting to the needs and demands of the business, strategic leaders will be able to influence and contribute to the way that the business, their teams and subordinates achieve their organisational objectives.

## Objectives

By the end of this course participants will be able to:

- Review their own competence and skills
- Assess critical issues facing them and the organisation and prepare plans to tackle those issues
- Assess the mission, vision and strategic plans of the organisation and plan their activities to fit in with them
- Use critical and analytical approaches to business, planning and organising
- Describe the challenges change facing them and plan to implement successful change programmes
- Plan strategic change
- Explain how they can best communicate and influence to deliver strategic results
- Create a personal plan for their leadership development

## Content

A sample of what is covered includes:

- Management & leadership
- Strategic planning and business analysis
  - What strategy means
  - Creating value for stakeholders
  - Evaluating operational capabilities
  - Differentiating between organisational and operational competencies
  - Taking inventory of the key strengths within your operation
  - Rating competencies against strategic goals
  - Mission, vision and values and your section - making sure everything fits with your objectives
  - Analysing the internal and external forces - SLOT and PESTLE
  - Analysing the organisation using 7Ss
  - Identifying and measuring performance against key performance indicators
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  - Applying the concept of the balanced scorecard
  - Managing operational strategic assets
- Critical and analytical thinking
  - Claims and their significance

- Recognising Inferences and assumptions
- Evaluating arguments and drawing conclusions
- Decision making
- The impact of management information on decision making
- Using information to inform and support strategic decision making
- Problem solving
- Analysing problems
- Identifying causal links
- Behaviour and influencing
  - Power and influence
  - Sources of power
  - Principles of influence
- The power of communicating effectively
  - What constitutes effective communication
  - Barriers to successful communication
  - Perceptions and how they affect communication
- The challenge of change
  - Identifying the need for change - achieving strategic goals
  - Planning change
  - Identifying and evaluating alternative change strategies
  - Preparing for change - analysing the organisational context
  - Implementing change
  - A model of change
  - Overcoming resistance
  - Wedge and Magnet technique
  - Value Innovation process and approach
  - Communicating the change
  - Evaluating the impact of change

