MERCURY

Strategic High-Performance Leadership Training

30 November – 4 December 2026
Paris (France)



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Ref: 121489_1034791 **Date:** 30 November – 4 December 2026 **Location:** Paris (France) **Fees:** 5900 Euro

Introduction

The Strategic High-Performance Leadership training equips professionals with the advanced leadership capabilities required in today's competitive, rapidly evolving business environment. This course focuses on developing the mindset and practical understanding needed to drive organizational excellence and sustainable success. It explores the principles of strategic leadership, high-performance team building, and decision-making under complex conditions. Participants will gain insight into how leadership directly influences organizational productivity, innovation, and long-term growth. The program emphasizes aligning leadership strategy with business objectives to maximize efficiency and impact. Learners will lead with clarity, confidence, and measurable performance outcomes.

Targeted Groups

This Strategic High-Performance Leadership training targets professionals seeking knowledge and skills:

- Senior managers in corporate environments
- Team leaders and supervisors
- Project and program managers
- Business owners and entrepreneurs
- HR and organizational development specialists
- Government and public sector leaders
- Professionals preparing for executive roles

Course Objectives

Participants will achieve the following objectives by completing the Strategic High-Performance Leadership course:

- Understand principles of strategic leadership and organizational direction.
- Develop high-performance leadership skills to optimize the team.
- Apply leadership strategy to improve organizational performance outcomes.
- Strengthen executive decision-making in dynamic business environments.
- Enhance communication and influence in leadership roles.
- Build capabilities in performance management and accountability systems.
- Align leadership behavior with organizational goals and vision.
- Foster a culture of innovation and continuous improvement.
- Manage change effectively within high-performance organizations.
- Develop resilience and adaptive leadership thinking.
- Improve stakeholder engagement and executive collaboration.

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- Integrate leadership frameworks for sustainable business success.

Targeted Competencies

Participants will gain the following competencies during the Strategic High-Performance Leadership program:

- Strategic thinking and leadership planning skills.
- High-performance team leadership capability.
- Executive-level decision-making proficiency.
- Organizational performance management expertise.
- Leadership communication and influence mastery.
- Change leadership and transformation ability.
- Problem-solving in complex business environments.
- Goal alignment and execution excellence.
- Emotional intelligence in leadership practice.
- Business strategy integration skills.

Studying Scenarios

In this Strategic High-Performance Leadership Training, participants develop skills through the following scenarios:

- Leading organizational transformation initiatives.
- Managing underperforming teams to achieve targets.
- Making strategic decisions under pressure.
- Aligning departmental goals with corporate strategy.
- Resolving leadership conflicts in executive settings.
- Driving performance improvement in competitive markets.

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Course Content

Unit 1: Foundations of Strategic Leadership

- Understanding strategic leadership concepts and frameworks.
- Differences between traditional and high-performance leadership.
- Role of leadership in organizational success.
- Core principles of leadership strategy development.
- Introduction to leadership mindset transformation.
- Linking vision, mission, and leadership execution.
- Importance of leadership adaptability in modern organizations.
- Overview of high-performance leadership training models.
- Strategic leadership and organizational alignment principles.
- Leadership impact on business growth and competitiveness.
- Building a foundation for executive leadership development.
- Key success factors in leadership effectiveness.

Unit 2: High-Performance Leadership Mindset

- Developing a high-performance leadership mindset.
- Characteristics of high-impact leaders.
- Shifting from operational to strategic thinking.
- Building resilience in leadership roles.
- Enhancing cognitive flexibility in decision-making.
- Emotional intelligence in leadership effectiveness.
- Cultivating an accountability and ownership culture.
- Leadership habits that drive performance excellence.
- Managing pressure in executive environments.
- Developing personal leadership growth plans.
- Continuous learning in leadership development programs.
- Strategic focus and long-term thinking skills.

Unit 3: Strategic Decision-Making and Execution

- Principles of strategic decision-making in leadership.
- Analytical thinking for executive leaders.
- Data-driven leadership decision processes.
- Risk assessment in organizational leadership.
- Prioritization techniques for strategic execution.
- Turning strategy into actionable plans.
- Execution frameworks for leadership success.
- Aligning decisions with organizational objectives.
- Managing uncertainty in complex environments.
- Problem-solving models for leaders.
- Performance tracking and evaluation systems.
- Leadership accountability in execution and delivery.

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Unit 4: Building High-Performance Teams

- Foundations of high-performance team development.
- Leadership role in team motivation and engagement.
- Building trust and collaboration in teams.
- Managing diverse and cross-functional teams.
- Performance culture creation in organizations.
- Coaching and mentoring for team excellence.
- Conflict resolution in leadership environments.
- Enhancing team productivity and efficiency.
- Aligning team goals with business strategy.
- Communication strategies for leadership success.
- Delegation and empowerment techniques.
- Measuring team performance outcomes.

Unit 5: Organizational Growth and Leadership Strategy

- Strategic leadership for organizational growth.
- Designing leadership-driven growth strategies.
- Change management in high-performance organizations.
- Innovation leadership and competitive advantage.
- Aligning leadership with organizational vision.
- Building sustainable leadership systems.
- Performance optimization across business units.
- Leadership influences on organizational culture.
- Strategic planning for long-term success.
- Stakeholder management in leadership roles.
- Driving organizational transformation initiatives.
- Future trends in strategic high-performance leadership.

Final Insights & Key Takeaways

Strategic High-Performance Leadership Training empowers leaders to align vision with execution and transform organizational performance at all levels. It builds a strong foundation for sustainable leadership success through strategic thinking, decision-making, and team excellence.