MERCURY

# Strategic Planning, Development & Implementation in Banks

23 – 27 November 2026
Zanzibar (Tanzania)



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## Introduction:

Effective strategic leadership is fundamental to the continued success of any banking institution. Forming a distinct strategic vision provides a foundation for future endeavors and sets forth the organization's direction. For a vision to transcend into actionable strategies, it should serve as a comprehensive roadmap, enabling decision-makers at various levels to align their decisions with the bank's overarching goals.

This strategic planning and implementation for the banking industry development course allows strategic leaders and professionals to formulate, execute, and manage the required changes to effectively implement a new strategic direction. It emphasizes the development of essential strategies and plans.

The strategic planning and implementation for the banking industry development training will focus on extending deeply within the organization to techniques that ensure workforce alignment with proposed changes, encourage active participation in addressing challenges, and realize new strategic initiatives.

## Incorporating Big Data and Development in Banking Strategic Planning:

In the banking world, leveraging big data and staying abreast of developments in banking are critical aspects that need to be integrated into the strategic planning process. By implementing big data analytics, banks can gain valuable insights that enable more informed decision-making, risk assessment, and customer service enhancement. Incorporating this technological advancement into the bank's strategic plan is essential for remaining competitive in the rapidly evolving financial sector.

## Targeted Groups:

- Head of departments.
- Strategic Planning department.
- Managers at all levels.
- Supervisors and Team leaders.
- Employees looking to enhance strategic skills for career advancement.

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## Course Objectives:

By the end of this strategic planning and implementation for the banking industry development course, participants will be able to:

- Cultivate three strategic agendas for leaders: Intellectual, Managerial, and Behavioral.
- Advance their strategic thinking skills and envision potent strategic futures for the banking industry.
- Facilitate and encourage strategic thinking across the organization.
- Find the balance between Operational Excellence and Breakthrough Strategy Performance in banking.
- Spot vital strategic issues and opportunities in the banking sector.
- Prioritize issues to foster real value creation.
- Lead and inspire teams within dynamic and complex banking environments.
- Prompt, innovative thinking to address and overcome bank-specific strategic challenges.
- Guide their organization towards a powerful, strategic goal.
- Transform the organizational climate to support new strategic initiatives.
- Approach persisting organizational challenges with novel strategies.
- Execute a comprehensive strategic plan using all available resources in the banking industry.
- Understand the internal and external forces influencing the future of banking.
- Formulate a compelling vision and strategic intent for the bank.
- Identify the competencies that characterize agile and effective banking organizations.
- Earn respect and develop a supportive culture for strategic initiatives.

## Targeted Competencies:

At the end of this strategic planning and implementation for the banking industry development course, participants' competencies will:

- Strategic thinking and analysis.
- Envision strategic direction.
- Effective strategic communication.
- Implement strategic plans efficiently.
- Demonstrate strategic leadership in banking.
- Motivate and influence others.
- Enable organizational change to foster strategic growth.
- Develop adaptive behaviors in the workforce.

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## Course Content:

### Unit 1: Understanding The Strategic Environment:

- Decode the strategic leadership agenda - intellectual, managerial, and behavioral aspects.
- Interpret the forces in the banking strategic environment.
- Grasp strategic inflection points and scenarios within the banking industry.
- Analyze and prioritize strategic issues specific to banking.
- Create a coherent strategic vision and express strategic intent in banking.
- Build a strategic roadmap in the banking context.

### Unit 2: Understanding Strategic Models And Paradigms:

- Explore common models and frameworks for strategic thinking in banking from Ansoff to Hamel via Porter and Mintzberg.
- Utilize the 7S framework and identify strategic horizons in banking.
- Develop characteristics of strategic agility within the banking sector.
- Recognize and enhance strategic competencies and skills in the banking industry.

### Unit 3: Effective Strategic Implementation:

- Tools and frameworks for strategic implementation in the banking sector.
- Optimize structures and systems for strategic agility and performance in banking.
- Ongoing monitoring and adjustment within banking strategic plans.
- Analyze and manage knowledge effectively within banking operations.

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## Unit 4: Strategic Leadership:

- Prepare for the future of banking.
- Cultivate effective practices and styles for strategic leadership in banking.
- Recognize and foster various strategic leadership styles conducive to banking success.
- Ignite inspiration and motivation aligned with banking objectives.
- Effectively communicating the strategic roadmap and securing support within the banking institution.

## Unit 5: Driving Strategic Performance and Success:

- Transform a banking organization to enable strategic success.
- Achieve a balance between focusing on performance and executing banking strategy.
- Disseminate leadership capabilities throughout the banking organization.
- Maximize organizational learning and knowledge transfer to solidify strategic success in banking.