MERCURY

Advanced Leadership Skills for Senior Professionals

3 – 7 May 2027
Johannesburg (South Africa)



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Introduction

The Advanced Leadership Skills for Senior Professionals course elevates the strategic leadership capabilities of experienced leaders operating in complex organizational environments. This training deepens understanding of advanced decision-making, organizational influence, and adaptive leadership for sustained performance excellence. Participants will engage with contemporary leadership frameworks that align with evolving business challenges and global workplace dynamics. Through theory-based learning, this program builds confidence in leading high-impact teams, driving innovation, and fostering cultures of accountability and growth. It emphasizes real strategic issues senior professionals face, enabling the transfer of knowledge to real organizational contexts. Participants will refine leadership approaches to influence outcomes, shape vision, and lead with clarity and purpose.

Targeted Groups

This Advanced Leadership Skills for Senior Professionals training targets professionals seeking knowledge and skills:

- Senior managers and department heads are navigating complex team dynamics.
- Directors leading cross-functional initiatives and organizational change.
- Executive leaders are responsible for enterprise-wide strategic outcomes.
- Mid-level leaders preparing for transition into executive roles.
- High-potential leaders are into strategic leadership.

Course Objectives

Participants will achieve the following objectives by completing the Advanced Leadership Skills for Senior Professionals course:

- Build insight into advanced strategic leadership theories and their practical application.
- Strengthen capabilities in leading transformational change and complex initiatives.
- Enhance skills in ethical leadership, organizational influence, and stakeholder alignment.
- Improve decision-making effectiveness under uncertainty and high-pressure scenarios.
- Refine communication approaches for executive leadership and board-level dialogues.
- Learn to cultivate resilient, high-performing teams in diverse cultural and functional contexts.
- Develop frameworks for ongoing leadership growth and performance measurement.
- Apply leadership best practices to systemic challenges affecting organizational agility and success.

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Targeted Competencies

Participants will gain the following competencies during the Advanced Leadership Skills for Senior Professionals program:

- Mastery of strategic leadership principles relevant to senior professional roles.
- Advanced communication skills for influencing stakeholders and executive audiences.
- Competence in diagnosing organizational issues and driving solutions with measurable impact.
- Ethical leadership involves judgment when navigating competing priorities and complex risks.
- Enhanced emotional intelligence to manage team motivation, conflict, and performance.
- Ability to integrate innovation into leadership practices and organizational design.
- Strategic thinking in long-term planning, resource allocation, and performance forecasting.
- Capability to create and sustain a culture of accountability, inclusion, and continuous improvement.

Studying Scenarios

In this Advanced Leadership Skills for Senior Professionals training, participants develop skills through the following scenarios:

- Scenario focusing on executive decision-making in geopolitical disruption.
- Role play involving stakeholder negotiation during strategic realignment.
- Case study on leading digital transformation with cross-cultural teams.
- Simulation of crisis leadership during operational and reputational risk events.
- Analysis of organizational culture challenges affecting performance outcomes.

Course Content

Unit 1: Foundations of Advanced Leadership

- Define strategic leadership and distinguish it from traditional team management.
- Explore the evolution of leadership theories and contemporary models relevant to senior roles.
- Understand the role of vision, mission, and values in guiding leadership decisions.
- Assess personal leadership style through reflective instruments and feedback analysis.
- Examine the impact of leadership on organizational culture and strategic performance.
- Identify global trends shaping executive leadership expectations and outcomes.
- Apply ethical frameworks to leadership dilemmas in real organizational settings.
- Review competency models that drive sustained leadership excellence in senior professionals.

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Unit 2: Strategic Decision-Making and Critical Thinking

- Understand the decision-making cycle and cognitive biases that influence outcomes.
- Explore frameworks for strategic choice under uncertainty and ambiguity.
- Practice scenario planning to anticipate future challenges and opportunities.
- Assess data-driven decision techniques for executive leadership contexts.
- Integrate risk management principles with leadership judgment and accountability.
- Apply systems thinking to solve complex organizational problems holistically.
- Learn to balance short-term performance pressures with long-term strategic priorities.
- Evaluate decisions using ethical, financial, and stakeholder impact criteria.

Unit 3: Organizational Influence and Stakeholder Leadership

- Define influence strategies for leadership without formal authority.
- Learn negotiation techniques applicable to senior leadership roles.
- Explore stakeholder mapping and engagement for enterprise initiatives.
- Examine power dynamics, political intelligence, and ethical influence.
- Develop persuasive communication skills for strategic alignment.
- Practice coalition building to support cross-functional and organizational goals.
- Address conflict resolution at an executive and inter-departmental level.
- Use feedback mechanisms to refine influence strategies in dynamic environments.

Unit 4: Leading High-Performing Teams and Culture

- Learn principles of team leadership for complex, high-stakes projects.
- Understand psychological safety and its impact on team performance.
- Explore inclusive leadership practices that drive engagement and diversity.
- Assess performance measurement and accountability systems for teams.
- Cultivate coaching techniques to develop emerging talent.
- Address conflict and resistance within teams to enhance cohesion.
- Design interventions to improve team productivity and collective problem-solving.
- Integrate cultural leadership to shape values, behaviors, and organizational norms.

Unit 5: Leading Change, Innovation & Organizational Agility

- Examine the lifecycle of organizational change and leadership roles at each stage.
- Understand frameworks for leading strategic change initiatives.
- Learn to foster innovation through vision, resources, and leadership support.
- Apply tools to manage resistance and sustain the momentum of change.
- Integrate digital leadership principles to advance organizational transformation.
- Practice real-world scenarios on agile leadership and adaptive strategy.
- Evaluate success metrics for change readiness and innovation outcomes.
- Design leadership action plans that align organizational strategy with change execution.

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Final Insights & Key Takeaways

Participants completing this course will apply advanced leadership strategies to drive organizational success and inspire high-impact teams. They will refine leadership judgment, ethical decision-making, and the capacity to influence complex environments effectively.