MERCURY

Executive Leadership Development Program

7 – 11 June 2027
Kigali (Rwanda)



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Ref: 121446_1073242 **Date:** 7 – 11 June 2027 **Location:** Kigali (Rwanda) **Fees:** 5300 Euro

Introduction

The Executive Leadership Development program elevates the strategic thinking and leadership capabilities of senior professionals and emerging leaders. This training equips participants with modern executive skills necessary to lead complex organizations, drive innovation, and foster high-performance cultures. Through a blend of leadership theory, practical case analysis, and reflective practice, learners deepen their understanding of adaptive leadership and ethical decision-making. The course explores dynamic frameworks for organizational transformation, strategic influence, and cross-functional collaboration in fast-paced environments. Participants will engage in rigorous content that challenges conventional leadership thinking, expanding their capacity to lead with confidence and purpose. It empowers professionals to create sustainable impact, enhance organizational results, and thrive in senior leadership roles.

Targeted Groups

This Executive Leadership Development training targets professionals seeking knowledge and skills:

- Senior managers preparing for executive-level roles.
- Emerging leaders aiming to expand leadership influence.
- Directors focused on strategic organizational performance.
- Team leaders are responsible for cross-functional collaboration.
- Professionals transitioning to leadership in dynamic industries.
- High-potential talent identified for future leadership pipelines.

Course Objectives

Participants will achieve the following objectives by completing the Executive Leadership Development course:

- Understand core executive leadership principles and advanced leadership frameworks.
- Analyze organizational challenges using strategic leadership methodologies.
- Apply decision-making models that align with ethical and sustainable practices.
- Enhance skills for influencing stakeholders at all organizational levels.
- Strengthen capabilities in leading change, innovation, and cultural transformation.
- Develop communication strategies that foster trust and drive high performance.
- Build adaptive leadership techniques to navigate ambiguity and complexity.
- Integrate visionary leadership approaches into daily executive practice.
- Construct personal leadership growth plans with measurable development outcomes.
- Elevate confidence in guiding teams through strategic initiatives and real-world challenges.

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Targeted Competencies

Participants will gain the following competencies during the Executive Leadership Development program:

- Advanced strategic thinking in planning and execution.
- Executive-level decision-making with ethical and organizational impact.
- High-performance leadership that drives team motivation and accountability.
- Communication mastery for diverse and cross-cultural organizational settings.
- Innovation leadership that supports creativity and operational excellence.
- Adaptive leadership skills to manage uncertainty and disruption.
- Stakeholder influence that builds alignment and commitment.
- Organizational change leadership that catalyzes transformation.
- Emotional intelligence for resilient and people-centric leadership.
- Performance measurement to assess leadership effectiveness.

Studying Scenarios

In this Executive Leadership Development training, participants develop skills through the following scenarios:

- Real-world case studies on executive decision-making challenges.
- Strategic planning simulations for cross-functional leadership teams.
- Ethical dilemma exercises to reinforce principled leadership.
- Crisis leadership scenarios assessing rapid response and judgment.
- Change management role-play to navigate resistance and adoption.
- Innovation leadership challenges to drive new growth opportunities.

Course Content

Unit 1: Foundations of Executive Leadership

- Define leadership, executive leadership, and strategic influence.
- Explore historical leadership theories and emerging leadership paradigms.
- Analyze the role of executive leadership in organizational success.
- Identify the difference between management, supervision, and executive leadership.
- Examine the competencies required to lead high-performance teams.
- Discuss the impact of leadership styles on organizational culture.
- Assess individual leadership strengths using self-evaluation tools.
- Explore trust-building and credibility as core foundations of leadership.

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Unit 2: Strategic Thinking and Decision-Making

- Introduce strategic thinking frameworks used by executives.
- Practice scenario planning for future-focused leadership decisions.
- Explore data-driven decision models for complex environments.
- Discuss ethical decision-making principles in executive leadership.
- Conduct a SWOT analysis for organizational and leadership assessment.
- Assess competitive landscapes using industry and market insights.
- Apply critical thinking to solve ambiguous leadership dilemmas.
- Evaluate outcomes of decisions and align them with organizational goals.

Unit 3: Leading Organizational Change and Innovation

- Understand the nature of change and resistance in organizations.
- Explore change leadership models for effective transition.
- Identify key drivers of innovation within leadership roles.
- Develop plans for leading transformation initiatives.
- Analyze the role of culture in enabling or hindering change.
- Facilitate collaborative strategies to drive the adoption of innovation.
- Engage stakeholders to create buy-in for strategic shifts.
- Monitor and adjust change strategies in response to feedback and data.

Unit 4: Communication, Influence, and Stakeholder Engagement

- Explore advanced communication techniques for executive influence.
- Practice persuasive communication strategies for senior leadership.
- Understand stakeholder mapping and engagement planning.
- Apply conflict resolution and negotiation methods in leadership scenarios.
- Strengthen public speaking and presentation skills for leadership forums.
- Build narratives that align teams with the organizational vision.
- Use active listening and empathetic communication as leadership tools.
- Evaluate communication effectiveness through feedback and performance metrics.

Unit 5: Personal Leadership Development and Resilience

- Create a personal leadership growth plan with measurable milestones.
- Explore emotional intelligence and its impact on executive performance.
- Apply stress management and resilience-building techniques.
- Identify personal blind spots through reflective leadership practice.
- Develop accountability frameworks for personal and team growth.
- Engage in peer coaching to strengthen leadership resilience.
- Build a personal brand that aligns with executive leadership identity.
- Evaluate personal values and ethics within leadership decisions.

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Final Insights & Key Takeaways

This Executive Leadership Development Program empowers leaders to lead complex organizations with strategic insight and ethical judgment confidently. Participants will enhance capabilities to influence, innovate, and drive meaningful organizational outcomes.