



Strategic Leadership Development for Managers

16 – 20 November 2026
Accra (Ghana)



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Introduction

This Strategic Leadership Development for Managers course equips managers with the advanced leadership capabilities required to navigate complex organizational environments. It focuses on building strategic thinking skills that enable leaders to align team performance with long-term business objectives. Participants will explore modern leadership practices that enhance decision-making, communication, and organizational influence. The program emphasizes the development of practical leadership approaches applicable to dynamic workplace challenges. It also strengthens the ability to lead teams through change while maintaining operational stability. It supports the transformation of managers into strategic leaders capable of driving sustainable organizational success.

Targeted Groups

This Strategic Leadership Development for Managers training targets professionals seeking knowledge and skills:

- Middle and senior managers are responsible for team leadership and performance.
- Supervisors aiming to enhance strategic decision-making abilities.
- Department heads are involved in organizational planning and execution.
- Team leaders are seeking leadership skills training for better coordination.
- Project managers handling cross-functional teams and strategic goals.
- HR professionals supporting leadership development initiatives.
- Executives preparing for advanced organizational leadership roles.

Course Objectives

Participants will achieve the following objectives by completing the Strategic Leadership Development for Managers course:

- Develop a strong understanding of strategic leadership principles and managerial effectiveness in modern organizations.
- Enhance decision-making capabilities through structured analysis and critical thinking in complex business situations.
- Strengthen leadership communication skills to influence teams, stakeholders, and organizational direction effectively.
- Apply strategic management skills to align departmental goals with overall business objectives.
- Improve performance management leadership techniques to drive employee productivity and accountability.
- Build the ability to manage change initiatives and support organizational transformation processes.
- Develop executive leadership development competencies that support long-term career progression.
- Strengthen problem-solving abilities for high-pressure managerial environments and uncertain conditions.

Targeted Competencies

Participants will gain the following competencies during the Strategic Leadership Development for Managers program:

- Strategic leadership capability to guide teams toward organizational success.
- Analytical thinking for evaluating business challenges and opportunities.
- Advanced managerial leadership training course skills for effective team supervision.
- Strong decision-making for managers in dynamic and competitive environments.
- Communication and influence skills for leadership effectiveness.
- Organizational leadership training competencies for aligning strategy with execution.
- Ability to manage performance systems and improve workplace efficiency.

Studying Scenarios

In this Strategic Leadership Development for Managers training, participants develop skills through the following scenarios:

- Leading a department through restructuring while maintaining productivity and morale.
- Making strategic decisions during market uncertainty and operational disruptions.
- Managing underperforming teams using performance management leadership techniques.
- Resolving conflicts between departments while maintaining organizational alignment.

Course Content

Unit 1: Foundations of Strategic Leadership in Modern Organizations

- Understanding the core principles of strategic leadership development for managers in complex business environments.
- Exploring the difference between operational management and strategic leadership roles.
- Analyzing leadership styles and their impact on organizational performance and employee engagement.
- Identifying key characteristics of effective organizational leadership training frameworks.
- Developing awareness of leadership responsibilities in achieving long-term business vision.
- Examining real-world applications of leadership skills training in corporate settings.
- Understanding how leadership decisions influence organizational culture and productivity.

Unit 2: Strategic Thinking and Decision-Making for Managers

- Developing structured approaches to decision-making for managers in uncertain environments.
- Applying strategic management skills to evaluate business risks and opportunities.
- Enhancing critical thinking abilities for solving complex organizational problems.
- Using data-driven insights to support executive leadership development processes.
- Learning frameworks for prioritizing strategic initiatives effectively.
- Strengthening analytical reasoning in managerial leadership training course contexts.
- Building confidence in making high-impact decisions under pressure.

Unit 3: Leading Teams and Enhancing Organizational Performance

- Understanding performance management leadership principles for team effectiveness.
- Developing strategies for motivating employees and improving workplace engagement.
- Applying leadership communication techniques to enhance team alignment and clarity.
- Building accountability systems that support organizational leadership training outcomes.
- Managing diverse teams and optimizing collaboration across departments.
- Identifying performance barriers and implementing corrective leadership actions.
- Strengthening coaching and mentoring skills for leadership development success.

Unit 4: Change Management and Organizational Transformation

- Understanding the role of strategic leadership in managing organizational change.
- Designing change initiatives aligned with long-term business strategy.
- Applying leadership skills training to reduce resistance to change.
- Leading transformation projects with clear communication and structured planning.
- Managing stakeholder expectations during organizational restructuring processes.
- Enhancing adaptability and resilience in leadership decision-making.
- Supporting continuous improvement through executive leadership development practices.

Unit 5: Advanced Leadership Practices and Executive Readiness

- Preparing managers for senior leadership and executive decision-making roles.
- Integrating strategic leadership development for managers into daily operational practices.
- Strengthening vision-setting and long-term planning capabilities.
- Enhancing influence and negotiation skills in high-level business environments.
- Developing leadership presence and professional credibility in organizations.
- Applying advanced organizational leadership training techniques for sustainable growth.
- Building a personal leadership development roadmap for continuous improvement.

Final Insights & Key Takeaways

Strategic leadership is essential for managers aiming to transition into influential decision-makers who drive organizational success. Mastering these competencies ensures long-term effectiveness in leadership roles and sustainable business performance.