MERCURY

Strategic Organizational Leadership & Performance

25 – 29 October 2027
Nairobi (Kenya)



Dubai - UAE: +971 4 450 5697
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Ref: 121481_1073500 **Date:** 25 – 29 October 2027 **Location:** Nairobi (Kenya) **Fees:** 5300 Euro

Introduction

The Strategic Organizational Leadership & Performance course equips professionals with advanced leadership frameworks that drive sustainable business success and organizational excellence. It focuses on aligning leadership strategies with corporate vision, enabling leaders to influence performance outcomes effectively in dynamic environments. Participants will explore modern leadership models, performance management systems, and strategic decision-making processes that enhance organizational productivity. The program integrates practical insights into leadership effectiveness, change management, and performance optimization within complex business structures. It emphasizes developing strategic thinking and fostering high-performing teams through data-driven leadership. Participants will lead organizational transformation and achieve measurable performance improvements.

Targeted Groups

This Strategic Organizational Leadership & Performance training targets professionals seeking knowledge and skills:

- Senior executives responsible for organizational strategy.
- Mid-level managers aiming to enhance leadership performance.
- HR professionals focus on performance management systems.
- Team leaders seeking to improve productivity and engagement.
- Business consultants advising on organizational development.
- Entrepreneurs managing growing organizations.
- Project managers leading cross-functional teams.
- Professionals involved in strategic planning and execution.

Course Objectives

Participants will achieve the following objectives by completing the Strategic Organizational Leadership & Performance course:

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- Understand advanced leadership theories and strategic frameworks.
- Develop skills in strategic planning and execution.
- Analyze organizational performance metrics effectively.
- Enhance decision-making using data-driven approaches.
- Strengthen leadership communication and influence.
- Apply performance management systems to real scenarios.
- Identify gaps in organizational effectiveness.
- Implement continuous improvement strategies.
- Manage organizational change with structured approaches.
- Align team objectives with corporate strategy.
- Improve employee engagement and productivity.
- Build high-performing teams through leadership practices.
- Evaluate leadership impact on business outcomes.
- Integrate innovation into leadership strategies.

Targeted Competencies

Participants will gain the following competencies during the Strategic Organizational Leadership & Performance program:

- Strategic thinking and leadership alignment.
- Performance management and evaluation skills.
- Organizational analysis and problem-solving.
- Effective communication and leadership influence.
- Decision-making under uncertainty.
- Change management and transformation leadership.
- Team development and motivation strategies.
- Data interpretation for performance improvement.
- Conflict resolution and stakeholder management.
- Innovation and a continuous improvement mindset.

Studying Scenarios

In this Strategic Organizational Leadership & Performance training, participants develop skills through the following scenarios:

- Leading organizational transformation initiatives.
- Improving team performance under pressure.
- Aligning strategy with operational execution.
- Managing resistance to organizational change.
- Enhancing leadership effectiveness in complex environments.
- Evaluating performance metrics for decision-making.

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Course Content

Unit 1: Foundations of Strategic Leadership

- Define strategic organizational leadership concepts.
- Explore leadership styles and their impact on performance.
- Understand the role of vision and mission alignment.
- Analyze leadership effectiveness in modern organizations.
- Identify key drivers of organizational performance.
- Examine leadership challenges in dynamic markets.
- Evaluate leadership competencies for business success.

Unit 2: Strategic Planning and Execution

- Understand strategic planning frameworks and tools.
- Develop actionable organizational strategies.
- Align business goals with long-term vision.
- Analyze internal and external business environments.
- Apply SWOT and PESTLE analysis techniques.
- Translate strategy into operational plans.
- Monitor execution through performance indicators.
- Adjust strategies based on performance feedback.

Unit 3: Organizational Performance Management

- Define performance management systems and processes.
- Establish key performance indicators KPIs.
- Measure organizational effectiveness using data analytics.
- Evaluate employee performance and productivity.
- Link performance metrics to strategic goals.
- Identify performance gaps and improvement areas.
- Implement performance improvement strategies.
- Use dashboards and reporting tools for monitoring.

Unit 4: Leadership in Change and Transformation

- Understand change management principles and models.
- Lead organizational transformation initiatives effectively.
- Manage resistance to change within teams.
- Communicate the change vision clearly and effectively.
- Build adaptability in organizational culture.
- Align leadership actions with transformation goals.
- Evaluate outcomes of change initiatives.
- Sustain improvements through leadership practices.

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Unit 5: High-Performance Teams and Leadership Excellence

- Develop high-performing teams through leadership strategies.
- Foster collaboration and team engagement.
- Apply motivational techniques for productivity improvement.
- Manage conflict and enhance team dynamics.
- Strengthen leadership communication skills.
- Build a culture of accountability and excellence.
- Encourage innovation and continuous improvement.
- Evaluate team performance and leadership impact.

Final Insights & Key Takeaways

Strategic leadership is the cornerstone of achieving sustainable organizational performance and competitive advantage in today's evolving business landscape. Mastering leadership strategies and performance management systems enables professionals to drive measurable success and long-term growth.