MERCURY

# Innovative Leadership for High-Performance

17 – 21 May 2027
Accra (Ghana)



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# Innovative Leadership for High-Performance

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## Introduction

The Innovative Leadership for High-Performance course equips leaders with advanced thinking models that drive sustainable organizational success. It explores how modern leadership practices influence performance, adaptability, and team productivity in dynamic environments. It emphasizes strategic leadership approaches that integrate innovation with execution excellence. Participants will understand how leadership decisions impact organizational performance and employee engagement. The program highlights how agile leadership and transformational leadership principles support continuous improvement. The overall focus is on developing leaders capable of creating high-performance teams and fostering long-term competitive advantage.

## Targeted Groups

This Innovative Leadership for High-Performance training targets professionals seeking knowledge and skills:

- Senior managers aiming to improve leadership effectiveness in complex organizations.
- Team leaders are responsible for driving performance and productivity.
- HR professionals are involved in leadership development and talent growth.
- Project managers leading cross-functional and agile teams.
- Business owners seeking scalable leadership strategies for growth.
- Supervisors looking to strengthen employee engagement and motivation.
- Consultants focused on organizational transformation and leadership coaching.
- Emerging leaders preparing for executive and strategic roles.

## Course Objectives

Participants will achieve the following objectives by completing the Innovative Leadership for High-Performance course:

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- Understand core principles of innovative leadership and its role in high-performance leadership environments.
- Develop strategic leadership thinking to align organizational goals with execution excellence.
- Apply leadership strategy frameworks to improve team productivity and organizational performance.
- Strengthen decision-making leadership skills in complex and uncertain business situations.
- Enhance employee engagement through effective communication and leadership influence.
- Build agile leadership capabilities for managing change and transformation effectively.
- Integrate transformational leadership practices to inspire innovation and continuous improvement.
- Improve leadership coaching skills to develop high-performance teams.
- Analyze performance management systems to optimize workforce outcomes.
- Create sustainable leadership models that support long-term organizational growth.

## Targeted Competencies

Participants will gain the following competencies during the Innovative Leadership for High-Performance program:

- Advanced leadership skills development for managing diverse teams effectively.
- Strategic thinking and innovation leadership capabilities.
- High-performance team building and collaboration enhancement.
- Agile leadership practices for fast-changing environments.
- Organizational performance analysis and improvement techniques.
- Leadership communication and influence mastery.
- Transformational leadership application in workplace settings.
- Performance management and a continuous improvement mindset.

## Studying Scenarios

In this Innovative Leadership for High-Performance training, participants develop skills through the following scenarios:

- Leading organizational change in a rapidly evolving business environment.
- Improving employee engagement in low-performance departments.
- Managing conflict within cross-functional high-performance teams.
- Implementing a leadership strategy for business expansion projects.
- Driving innovation leadership in competitive market conditions.

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# Course Content

## Unit 1: Foundations of Innovative Leadership

- Understand core concepts of Innovative Leadership for High-Performance and its strategic importance.
- Explore differences between traditional leadership and modern innovative leadership models.
- Learn how leadership skills development impacts organizational performance.
- Identify characteristics of high-performance leadership in global organizations.
- Analyze leadership styles that support innovation and adaptability.
- Examine the role of leadership strategy in business transformation.
- Understand how leadership influences employee engagement and motivation.

## Unit 2: Strategic Leadership and Organizational Performance

- Study principles of strategic leadership and long-term organizational planning.
- Learn how to align leadership decisions with organizational performance goals.
- Explore leadership frameworks that enhance high-performance teams.
- Understand performance management systems and their leadership implications.
- Analyze how decision-making leadership affects business outcomes.
- Develop methods for improving operational efficiency through leadership.
- Examine leadership roles in driving sustainable business growth.
- Learn how innovation leadership supports competitive advantage.

## Unit 3: Agile Leadership and Change Management

- Understand agile leadership principles in dynamic business environments.
- Learn how to lead teams through organizational change effectively.
- Explore leadership coaching techniques for guiding transformation.
- Analyze resistance to change and leadership response strategies.
- Develop adaptability skills for uncertain and complex markets.
- Understand the connection between agility and high-performance leadership.
- Study real-world change management leadership scenarios.
- Learn how to maintain performance during organizational transitions.

## Unit 4: Building High-Performance Teams

- Understand the foundations of high-performance teams and group dynamics.
- Learn techniques for improving team collaboration and trust.
- Explore leadership approaches for enhancing employee engagement.
- Analyze motivational strategies for increasing productivity.
- Develop communication strategies to align the team and ensure clarity.
- Understand conflict resolution techniques in team environments.
- Study the influence of leadership on team culture and performance.
- Learn how transformational leadership improves team outcomes.

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## Unit 5: Innovation, Influence, and Leadership Excellence

- Explore innovation leadership practices in modern organizations.
- Understand how leaders drive creativity and continuous improvement.
- Learn advanced techniques in leadership communication and influence.
- Analyze the role of leadership in shaping organizational culture.
- Develop strategies for sustainable leadership excellence.
- Study leadership coaching models for talent development.
- Understand the integration of leadership strategy with innovation goals.
- Learn how to maintain long-term high-performance leadership success.

## Final Insights & Key Takeaways

Innovative leadership is a critical driver of organizational success in competitive and evolving markets. Mastering strategic, agile, and performance management creates sustainable high-performance environments.