MERCURY

Professional Leadership Planning for Strategic Growth

22 – 26 March 2027
Accra (Ghana)



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Professional Leadership Planning for Strategic Growth

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Introduction

This Professional Leadership Planning for Strategic Growth course helps professionals build a clear leadership mindset that supports long-term organizational growth and practical strategic direction. It focuses on how leaders plan with purpose, align people and priorities, and turn vision into structured action. Participants will explore how leadership planning influences performance, team coherence, decision quality, and sustainable progress. The program highlights the connection between leadership development, succession readiness, and growth-oriented decision-making. It provides strategic execution, communication, adaptability, and accountability in modern work environments. Participants understand how to design leadership plans that support both current responsibilities and future expansion.

Targeted Groups

This Professional Leadership Planning for Strategic Growth training targets professionals seeking knowledge and skills:

- Senior managers are responsible for growth decisions.
- Team leaders guide daily performance.
- Department heads improve leadership alignment.
- Supervisors managing operational change.
- HR and talent development staff.
- Project leaders coordinating strategic priorities.
- Aspiring leaders preparing for advancement.
- Business professionals focus on organizational growth.

Course Objectives

Participants will achieve the following objectives by completing the Professional Leadership Planning for Strategic Growth course:

- Define strategic leadership planning and its business value.
- Build a leadership approach that supports growth.
- Link vision, goals, and execution clearly.
- Identify priorities that strengthen performance.
- Improve decision-making in complex situations.
- Apply leadership planning to team development.
- Support succession planning and capability building.
- Strengthen accountability across work responsibilities.
- Use planning methods that improve consistency and impact.

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Targeted Competencies

Participants will gain the following competencies during the Professional Leadership Planning for Strategic Growth program:

- Strategic thinking for leadership decisions.
- Planning skills for long-term growth.
- Communication skills for alignment and clarity.
- Analytical judgment for leadership priorities.
- Team guidance for performance improvement.
- Change readiness in dynamic environments.
- Responsibility management for sustainable execution.
- Leadership confidence for future development.

Studying Scenarios

In this Professional Leadership Planning for Strategic Growth training, participants develop skills through the following scenarios:

- A manager develops a growth plan for a department change.
- Strategic leadership is applied when a leader aligns team goals with organizational priorities.
- A supervisor addresses performance gaps through structured planning and corrective action.
- Ensure continuity, an executive prepares a leadership pipeline for future organizational roles.
- During organizational change, a department head enhances communication to maintain clarity and coordination.

Course Content

Unit 1: Foundations of Professional Leadership Planning

- Leadership planning begins with purpose.
- Growth requires clear direction.
- Strategic leaders connect vision with action.
- Effective planning starts with situational awareness.
- Leaders assess internal strengths before setting priorities.
- Professional leadership needs discipline and consistency.
- Planning supports better resource use.
- Strong leaders balance ambition with realistic execution.
- Leadership growth depends on deliberate thinking, not guesswork.

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Unit 2: Strategic Thinking for Growth-Oriented Leadership

- Strategic thinking helps leaders see beyond daily tasks.
- Leaders evaluate patterns, risks, and opportunities.
- Growth-focused planning requires clear objective setting.
- Leaders translate broad vision into practical milestones.
- Prioritization protects time, energy, and attention.
- Strategic leaders consider impact before taking action.
- Long-term success depends on sequence and timing.
- Leaders must link decisions to measurable results.
- Strategic clarity improves confidence across the organization.

Unit 3: Leadership Alignment and Organizational Direction

- Alignment connects people to shared outcomes.
- Leaders must communicate goals with precision.
- Clear expectations reduce confusion and delay.
- Teams perform better when direction is stable.
- Alignment supports cooperation across departments.
- A leader reinforces values through consistent behavior.
- Strategic growth depends on unified execution.
- Leaders monitor whether plans match realities.
- Strong alignment strengthens trust and commitment.

Unit 4: Planning for Execution, Accountability, and Performance

- Execution turns strategy into visible results.
- Leaders assign responsibilities with clarity.
- Accountability improves when roles are defined well.
- Performance planning helps teams stay focused.
- Leaders review progress through regular checkpoints.
- Feedback improves quality and commitment.
- Growth planning must include corrective action.
- Leaders remove barriers that slow implementation.
- Practical control supports reliable delivery.
- Execution improves when leaders consistently track outcomes.

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Unit 5: Leadership Development and Sustainable Growth

- Sustainable growth needs capable future leaders.
- Leaders should build continuity through talent development.
- Succession readiness protects organizational stability.
- Coaching helps people develop stronger judgment.
- Growth plans should include learning pathways.
- Leaders identify future capabilities early.
- Development becomes stronger when linked to business needs.
- Resilient leadership supports change and expansion.
- Professional growth continues through reflection and improvement.
- A strong leadership plan creates lasting organizational value.

Final Insights & Key Takeaways

Professional leadership planning gives organizations a structured way to grow with direction, discipline, and confidence. When leadership, strategy, and execution work together, teams become more aligned, resilient, and prepared for long-term success.