MERCURY

Leadership & Executive Effectiveness Skills

31 October – 4 November 2027
Dubai (UAE)



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Introduction

The Leadership & Executive Effectiveness Skills course strengthens the capabilities that shape confident, credible, and results-driven leadership. It focuses on the core dimensions of executive leadership, including strategic decision-making, communication skills, self-management, influence, and team direction. It helps participants understand how effective leaders align people, priorities, and performance with organizational goals. The program examines executive presence, leadership style, and the habits that support consistency under pressure. Participants will explore how to build leadership effectiveness through clarity, accountability, and the ability to guide others through complexity and change. Learners will lead with confidence, improve decision quality, and create stronger organizational impact.

Targeted Groups

This Leadership & Executive Effectiveness Skills training targets professionals seeking knowledge and skills:

- Senior managers.
- Department heads.
- Team leaders.
- Executives.
- Supervisors.
- High-potential employees.
- Aspiring leaders.
- Business owners.
- Project managers.

Course Objectives

Participants will achieve the following objectives by completing the Leadership & Executive Effectiveness Skills course:

- Understand the meaning of executive effectiveness and its role in leadership success.
- Strengthen strategic thinking to clarify priorities and make better decisions.
- Improve communication for meetings, direction, and stakeholder alignment.
- Build influence, confidence, and executive presence in professional settings.
- Apply practical methods for managing time, energy, and leadership attention.
- Recognize team dynamics and lead people toward higher performance.
- Develop a stronger leadership mindset for change, accountability, and results.

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Targeted Competencies

Participants will gain the following competencies during the Leadership & Executive Effectiveness Skills program:

- Strategic awareness.
- Executive communication.
- Decision-making discipline.
- Leadership presence.
- Emotional control.
- Team alignment.
- Influence and persuasion.
- Performance focus.
- Change readiness.

Studying Scenarios

In this Leadership & Executive Effectiveness Skills training, participants develop skills through the following scenarios:

- Leading a team through shifting priorities.
- Handling a difficult executive meeting.
- Making a high-stakes decision with limited information.
- Resolving tension between departments.
- Delivering a clear message to senior stakeholders.

Course Content

Unit 1: Foundations of Leadership & Executive Effectiveness

- Understanding what distinguishes leadership from management in modern organizations.
- Identifying the core behaviors that create trust, respect, and followership.
- Exploring the link between leadership effectiveness, business outcomes, and organizational stability.
- Examining leadership styles and their impact on teams, culture, and execution.
- Recognizing the habits of effective leaders in fast-moving and complex environments.
- Building a personal leadership baseline that highlights strengths, gaps, and growth priorities.
- Connecting leadership skills with executive performance, credibility, and long-term influence.

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Unit 2: Strategic Thinking and Executive Decision-Making

- Developing a strategic mindset that connects daily action with long-term direction.
- Analyzing business priorities, risks, and competing demands with greater clarity.
- Learning how to separate urgent tasks from important leadership responsibilities.
- Improving judgment through structured thinking, evidence review, and scenario comparison.
- Applying decision-making frameworks that support consistency and accountability.
- Evaluating how executive leaders balance speed, accuracy, and organizational impact.
- Translating strategic thinking into practical choices that improve execution.
- Strengthening the ability to stay focused on outcomes rather than distractions.

Unit 3: Executive Communication and Influence

- Mastering clear communication for one-to-one, team, and senior-level conversations.
- Crafting messages that are direct, concise, and aligned with business intent.
- Improving listening skills to understand concerns, expectations, and hidden issues.
- Using language that builds confidence, supports clarity, and reduces confusion.
- Presenting ideas with structure so key points are remembered and acted upon.
- Developing influence skills that help leaders gain support without relying on authority alone.
- Handling difficult conversations with professionalism, firmness, and respect.
- Communicating decisions in a way that strengthens trust and commitment.

Unit 4: Leading People, Teams, and Performance

- Understanding how executive leaders shape team behavior, morale, and accountability.
- Setting clear expectations that improve responsibility and execution.
- Motivating individuals through purpose, recognition, and meaningful direction.
- Managing team differences while maintaining unity and shared goals.
- Coaching employees to improve capability, confidence, and ownership.
- Addressing underperformance early with fairness and consistency.
- Supporting collaboration across functions to reduce silos and improve delivery.
- Building high-performing teams through structure, feedback, and visible leadership.

Unit 5: Executive Presence, Change, and Sustainable Impact

- Defining executive presence through composure, credibility, and clarity in action.
- Developing self-awareness to understand how behavior affects perception and trust.
- Managing pressure, uncertainty, and conflict with professional control.
- Leading change by explaining purpose, reducing resistance, and maintaining direction.
- Reinforcing leadership discipline through accountability, follow-through, and focus.
- Creating personal systems that support productivity, attention, and energy management.
- Shaping a leadership reputation based on consistency, integrity, and results.
- Designing a practical leadership action plan for continued executive growth and effectiveness.

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Final Insights & Key Takeaways

Leadership & Executive Effectiveness Skills builds the mindset and practices that help professionals lead with greater clarity, confidence, and impact across complex work environments. The course strengthens executive leadership, strategic decision-making, and communication skills while preparing participants to guide teams and drive consistent performance.