MERCURY

Strategic Leadership Skills for Organizational Growth

28 December 2026 – 1 January 2027
Amsterdam (Netherlands)



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Introduction

Strategic leadership is a vital capability for guiding organizations toward sustainable success in an increasingly complex business environment. This Strategic Leadership Skills for Organizational Growth course equips learners with the analytical tools, decision-making frameworks, and strategic mindset required to lead with clarity and influence.

Participants in this Strategic Leadership Skills for Organizational Growth training will explore how long-term vision integrates with organizational priorities to shape growth strategies, optimize performance, and foster a culture of innovation. Through rich conceptual frameworks and real-world insights, learners will deepen their understanding of the principles of effective leadership that drive change.

The Strategic Leadership Skills for Organizational Growth program emphasizes how strategic leadership impacts organizational growth, supports transformational change, and strengthens competitive advantage. Ultimately, this training enhances the ability to lead high-performing teams, manage change initiatives, and align organizational goals with dynamic market demands.

Targeted Groups

This Strategic Leadership Skills for Organizational Growth training targets professionals seeking knowledge and skills:

- Mid-level managers preparing for executive leadership responsibilities.
- Senior leaders are aiming to expand strategic leadership capabilities.
- Team leaders are responsible for fostering high performance and culture.
- HR professionals are involved in leadership development initiatives.
- Business consultants advising on organizational growth strategies.
- Emerging leaders seeking competency in decision-making and influence.

Course Objectives

Participants will achieve the following objectives by completing the Strategic Leadership Skills for Organizational Growth course:

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- Understand the core principles of strategic leadership and executive decision-making.
- Analyze how effective leaders align team performance with strategic plans.
- Develop skills to create and implement growth-oriented organizational strategies.
- Strengthen abilities to lead transformational change and influence stakeholders.
- Assess leadership styles that maximize team engagement and performance.
- Apply critical thinking in evaluating complex business challenges.
- Enhance strategic communication skills to articulate vision and direction.
- Build capacity to evaluate organizational culture and drive continuous improvement.

Targeted Competencies

Participants will gain the following competencies during the Strategic Leadership Skills for Organizational Growth program:

- Strategic leadership capabilities applicable to complex organizational environments.
- High-impact decision-making skills in uncertain and dynamic contexts.
- Competency in guiding long-term planning processes and goal setting.
- Leadership skills that support talent engagement, retention, and development.
- Proficiency in diagnosing organizational issues and crafting actionable solutions.
- Competence in fostering innovation and agile thinking within teams.
- Enhanced skills in guiding change management initiatives effectively.
- Strategic communication and influence skills with senior stakeholders.
- Ability to integrate ethical leadership principles into organizational practices.
- Preparedness to drive sustained organizational growth and competitive advantage.

Studying Scenarios

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

- Analyzing case studies of transformational leadership in global companies.
- Developing strategic plans for organizational expansion into new markets.
- Role-play decision challenges faced by executive leaders during crises.
- Simulating team alignment exercises to improve performance outcomes.
- Assessing leadership responses to change management barriers.

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Course Content

Unit 1: Foundations of Strategic Leadership

- Definitions of strategic leadership and its role in organizational success.
- Key distinctions between leadership, management, and executive leadership skills.
- The relationship between strategic vision, mission, and organizational growth.
- Identifying high-impact leadership qualities that support long-term strategy.
- The strategic leader's role in shaping culture, values, and organizational identity.
- Exploring leadership models that support influencing and motivating teams.
- Understanding strategic thinking as a core competency in leadership development.
- Integrating stakeholder expectations into strategic leadership decisions.

Unit 2: Strategic Vision, Mission, and Planning

- How to formulate strategic vision statements that inspire and direct growth.
- Building mission frameworks that reflect organizational purpose and culture.
- Aligning strategic priorities with performance metrics and organizational goals.
- Techniques for competitive analysis and environmental scanning.
- Applying SWOT analysis to inform strategic planning initiatives.
- Use of scenario planning to anticipate future organizational shifts.
- Setting measurable milestones to track strategic execution progress.

Unit 3: Strategic Decision Making and Organizational Growth

- Core elements of leadership decision-making under uncertainty.
- Tools for evidence-based decision making and risk assessment.
- Cognitive biases and strategies for improving judgment in leadership roles.
- Cross-functional decision processes that support collaborative outcomes.
- Data-driven strategic decisions that enhance operational efficiency.
- Leadership approaches for prioritizing growth opportunities.
- Evaluating decision outcomes for continuous leadership learning.

Unit 4: Leading High-Performance Teams

- Identifying characteristics of high-performance team leadership.
- Building trust, accountability, and collaboration within teams.
- Leadership approaches to coaching, mentoring, and developing talent.
- Aligning team objectives with strategic organizational goals.
- Techniques for motivating diverse teams and optimizing productivity.
- Managing performance feedback and continuous improvement cycles.
- Leadership communication styles that enhance team engagement.
- Strategies to resolve conflict and strengthen team cohesion.

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Unit 5: Change Leadership and Organizational Transformation

- Fundamentals of change leadership and its role in organizational evolution.
- Understanding resistance to change and leadership strategies to overcome it.
- Models of change management and their application in real contexts.
- Leadership behaviors that support innovation and adaptability.
- Aligning organizational structures to support transformation goals.
- Influence and communication techniques during major change initiatives.
- Measuring success indicators to evaluate transformation outcomes.
- Sustaining growth through iterative learning and strategic refinement.

Final Insights & Key Takeaways

Participants completing this course will emerge prepared to lead growth-focused strategies, make informed decisions, and inspire high performance across teams. They will possess a comprehensive leadership toolkit for driving sustainable organizational success.