MERCURY

Executive Agile Leadership & Decision-Making Strategy

9 – 13 November 2026
Barcelona (Spain)

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Ref: 121551_1078839 **Date:** 9 – 13 November 2026 **Location:** Barcelona (Spain) **Fees:** 5600 Euro

Introduction

This Executive Agile Leadership & Decision-Making Strategy course develops advanced leadership capabilities in dynamic, complex business environments, where agility and strategic decision-making are essential for success. It focuses on equipping executives and leaders with the mindset required to respond effectively to rapid organizational change. Participants will explore how agile leadership principles can transform decision-making processes across different business functions. The program emphasizes practical thinking models that enhance clarity, speed, and accuracy in executive decisions. It strengthens the ability to align strategic goals with operational execution in uncertain environments. It provides a strong foundation for leading organizations through adaptive, performance-driven leadership.

Targeted Groups

This Executive Agile Leadership & Decision-Making Strategy training targets professionals seeking knowledge and skills:

- Senior executives improve agile leadership capability.
- Managers are involved in strategic decision-making processes.
- Team leaders handling organizational transformation.
- Business consultants supporting leadership development.
- Project managers working in fast-changing environments.
- HR professionals supporting leadership frameworks.
- Strategy officers in corporate planning roles.

Course Objectives

Participants will achieve the following objectives by completing the Executive Agile Leadership & Decision-Making Strategy course:

- Understand agile leadership principles in modern organizations.
- Apply strategic decision-making frameworks in complex situations.
- Enhance executive thinking for rapid and effective responses.
- Develop adaptive leadership styles for business transformation.
- Strengthen analytical skills for evaluating strategic options.
- Improve organizational alignment between strategy and execution.
- Build confidence in high-pressure leadership decisions.
- Integrate agile practices into executive-level management.
- Evaluate risks and opportunities with structured approaches.
- Support sustainable business growth through leadership agility.

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Targeted Competencies

Participants will gain the following competencies during the Executive Agile Leadership & Decision-Making Strategy program:

- Agile leadership mindset for executive roles.
- Strategic analysis and critical thinking ability.
- Decision-making under uncertainty and pressure.
- Organizational agility and transformational leadership.
- Problem-solving in complex business environments.
- Strategic planning and execution alignment skills.
- Executive communication for leadership clarity.
- Risk assessment and opportunity evaluation capability.

Studying Scenarios

In this Executive Agile Leadership & Decision-Making Strategy training, participants develop skills through the following scenarios:

- Leading organizational change during market disruption.
- Making executive decisions with limited data and time.
- Managing cross-functional teams in agile transformations.
- Resolving strategic conflicts between departments.
- Designing agile response strategies for business crises.

Course Content

Unit 1: Foundations of Executive Agile Leadership

- Understanding executive agile leadership in modern business contexts.
- Core principles of leadership agility and adaptability.
- Differences between traditional and agile leadership models.
- Role of leadership agility in organizational competitiveness.
- Building a leadership mindset for fast-changing environments.
- Importance of executive presence in decision-driven roles.
- Linking leadership agility to business performance outcomes.
- Introduction to agile leadership frameworks in enterprises.

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Unit 2: Strategic Decision-Making Architecture

- Foundations of executive decision-making strategy.
- Structured approaches to high-level decision processes.
- Balancing intuition and analytical reasoning in leadership.
- Decision-making models for complex business environments.
- Evaluating short-term and long-term strategic impact.
- Reducing uncertainty through informed executive judgment.
- Aligning decisions with organizational goals and vision.
- Enhancing decision speed without compromising quality.
- Integrating data-driven insights into leadership choices.

Unit 3: Agile Thinking and Organizational Adaptability

- Developing agile thinking patterns in executive leadership.
- Responding effectively to rapid market and industry changes.
- Building adaptive organizational structures and cultures.
- Encouraging innovation through leadership flexibility.
- Strengthening responsiveness in decision-making systems.
- Aligning teams with agile transformation strategies.
- Improving resilience in volatile business environments.
- Applying iterative thinking in executive strategy execution.
- Driving continuous improvement across leadership levels.

Unit 4: Risk Management and Strategic Evaluation

- Identifying strategic risks in executive decision-making.
- Assessing business uncertainty in complex environments.
- Developing proactive risk mitigation strategies.
- Evaluating opportunity vs risk in leadership decisions.
- Enhancing scenario planning for executive leadership.
- Strengthening organizational resilience against disruptions.
- Applying structured evaluation models for strategy selection.
- Balancing innovation with controlled risk exposure.
- Improving crisis response strategies at the executive level.

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Unit 5: Leading Transformation and Strategic Execution

- Leading organizational transformation through agile leadership.
- Converting strategy into actionable executive plans.
- Aligning leadership vision with operational execution.
- Driving performance improvement through strategic clarity.
- Managing resistance during organizational change initiatives.
- Strengthening cross-functional collaboration in execution.
- Measuring the effectiveness of strategic leadership decisions.
- Ensuring sustainable growth through adaptive strategies.
- Embedding agility into long-term organizational structure.

Final Insights & Key Takeaways

Executive Agile Leadership & Decision-Making Strategy builds the foundation for high-performance leadership in uncertain and competitive environments. It enables leaders to transform complexity into structured strategic action while maintaining organizational agility and a long-term growth focus.