MERCURY

Organizational Leadership Development Strategies

24 – 28 January 2027
Amman (Jordan)



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Introduction

Organizational leadership development strategies are essential for building resilient, high-performing organizations in today's dynamic business environment. This course provides a framework for understanding how leadership capabilities can be systematically developed and aligned with strategic goals. It explores modern leadership development programs, talent management approaches, and succession planning techniques that support sustainable organizational growth. Participants will gain insight into designing leadership pipelines, enhancing the effectiveness of decision-making, and fostering a culture of continuous improvement. The course also examines how leadership competencies influence organizational performance, employee engagement, and innovation. By integrating proven leadership models with practical organizational strategies, this training equips professionals with the tools needed to drive transformation and long-term success.

Targeted Groups

This Organizational Leadership Development Strategies training targets professionals seeking knowledge and skills:

- Senior managers are responsible for strategic direction.
- HR professionals manage leadership development programs.
- Team leaders aiming to enhance leadership effectiveness.
- Organizational development specialists are driving change initiatives.
- Executives planning succession and talent pipelines.
- Consultants advising on leadership and performance improvement.
- Project managers leading cross-functional teams.
- Professionals preparing for senior leadership roles.

Course Objectives

Participants will achieve the following objectives by completing the Organizational Leadership Development Strategies course:

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- Understand core concepts of organizational leadership development.
- Analyze leadership styles and their organizational impact.
- Design effective leadership development programs.
- Apply strategic leadership frameworks in real scenarios.
- Evaluate organizational leadership capabilities and gaps.
- Develop succession-planning and talent-management strategies.
- Strengthen decision-making and problem-solving skills.
- Improve communication and influence across teams.
- Foster a culture of innovation and accountability.
- Align leadership strategies with organizational goals.
- Enhance employee engagement through leadership practices.
- Measure leadership effectiveness using performance indicators.
- Implement change management strategies successfully.
- Build leadership pipelines for long-term sustainability.

Targeted Competencies

Participants will gain the following competencies during the Organizational Leadership Development Strategies program:

- Strategic thinking and leadership alignment.
- Advanced decision-making and problem-solving skills.
- Leadership development program design expertise.
- Talent identification and succession planning capabilities.
- Organizational analysis and performance evaluation.
- Effective communication and stakeholder engagement.
- Change management and transformation leadership.
- Team leadership and motivation techniques.
- Innovation and a continuous improvement mindset.
- Performance measurement and leadership assessment skills.

Studying Scenarios

In this Organizational Leadership Development Strategies training, participants develop skills through the following scenarios:

- Designing a leadership development program for a growing organization.
- Addressing leadership gaps in a high-performing team.
- Managing organizational change during restructuring.
- Building a succession plan for critical leadership roles.
- Improving employee engagement through leadership strategies.
- Solving real-world leadership challenges in dynamic environments.

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Course Content

Unit 1: Foundations of Organizational Leadership Development

- Define organizational leadership and its strategic importance.
- Explore key leadership theories and modern leadership models.
- Understand the role of leadership in organizational success.
- Identify leadership competencies required for business growth.
- Examine differences between management and leadership.
- Analyze leadership styles and their impact on performance.
- Understand leadership development frameworks in organizations.
- Assess current leadership capabilities within organizations.

Unit 2: Designing Leadership Development Programs

- Understand principles of effective leadership development programs.
- Identify organizational needs for leadership training.
- Develop structured leadership development strategies.
- Align leadership programs with business objectives.
- Integrate coaching and mentoring into leadership programs.
- Utilize learning and development strategies for leaders.
- Apply competency-based leadership development models.
- Evaluate program effectiveness using measurable outcomes.

Unit 3: Talent Management and Succession Planning

- Define talent management and its role in leadership growth.
- Identify high-potential employees for leadership roles.
- Develop succession planning frameworks for organizations.
- Align talent strategies with organizational leadership goals.
- Build leadership pipelines for long-term sustainability.
- Implement performance management systems for leaders.
- Analyze workforce trends affecting leadership development.
- Apply retention strategies for top leadership talent.

Unit 4: Strategic Leadership and Organizational Performance

- Understand strategic leadership and its impact on organizations.
- Align leadership strategies with corporate vision and mission.
- Enhance decision-making processes in leadership roles.
- Apply problem-solving frameworks in leadership contexts.
- Measure leadership effectiveness through KPIs.
- Improve organizational performance through leadership initiatives.
- Foster innovation through strategic leadership approaches.
- Strengthen accountability and governance in leadership roles.

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Unit 5: Change Management and Leadership Transformation

- Understand the principles of organizational change management.
- Identify challenges in leadership transformation initiatives.
- Develop strategies for leading organizational change.
- Manage resistance to change effectively.
- Build a culture of adaptability and resilience.
- Apply communication strategies during transformation.
- Lead digital transformation and innovation initiatives.
- Evaluate the success of leadership transformation programs.

Final Insights & Key Takeaways

Effective organizational leadership development strategies enable organizations to build strong leadership pipelines and sustain competitive advantage. By aligning leadership capabilities with strategic objectives, professionals can drive performance, innovation, and long-term organizational success.