MERCURY

The Manager as a Strategic Leader

1 – 5 February 2027
Barcelona (Spain)



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Ref: 121273_1081597 **Date:** 1 – 5 February 2027 **Location:** Barcelona (Spain) **Fees:** 5600 Euro

Introduction

This course equips managers with the skills and insights required to operate as strategic leaders in dynamic organizational environments. Participants will learn to align organizational goals with effective decision-making and leadership practices. The program emphasizes strategic thinking, organizational influence, and the ability to drive long-term performance. It provides tools to navigate complex challenges and foster innovation. Participants will develop a clear understanding of leadership frameworks and their practical applications. The course also highlights the importance of adaptive leadership in achieving sustainable success.

Targeted Groups

The Manager as a Strategic Leader course targets professionals seeking specialized knowledge and skills:

- Mid-level managers aiming to enhance strategic impact.
- Senior managers preparing for executive roles.
- Team leaders are responsible for cross-functional initiatives.
- Professionals in organizational development and strategy roles.
- Consultants guiding leadership transformation projects.

Course Objectives

Participants will achieve the following objectives by the completion of the Manager as a Strategic Leader:

- Understand strategic leadership principles.
- Align organizational goals with team performance.
- Apply decision-making models effectively.
- Foster innovation within teams.
- Lead through change and uncertainty.
- Develop influence across organizational levels.
- Integrate ethical and sustainable practices.
- Enhance communication for strategic impact.
- Evaluate and manage organizational risks.
- Build high-performance cultures.

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Targeted Competencies

Participants will gain the following competencies during the program:

- Strategic thinking and long-term planning.
- Effective leadership and influence skills.
- Decision-making under uncertainty.
- Change management capabilities.
- Problem-solving with innovative approaches.
- Organizational alignment and performance optimization.
- Risk evaluation and mitigation.
- Team motivation and engagement techniques.
- Communication for leadership effectiveness.
- Ethical and responsible leadership practices.

Studying Scenarios

In this training, participants will develop their skills through the analysis of the following scenarios:

- Leading cross-functional projects with conflicting priorities.
- Implementing strategic changes in organizational structure.
- Addressing operational challenges impacting long-term goals.
- Managing stakeholder expectations and influencing decisions.
- Navigating ethical dilemmas in leadership roles.
- Designing initiatives to foster innovation and growth.
- Responding to market disruptions strategically.
- Driving team performance during periods of change.

Course Content

Unit 1: Foundations of Strategic Leadership

- Defining strategic leadership and its significance.
- Differences between management and leadership.
- Leadership styles and their organizational impact.
- Strategic thinking and vision development.
- Building credibility and influence as a leader.
- Ethical frameworks for decision-making.
- Assessing leadership effectiveness.

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Unit 2: Strategic Planning and Organizational Alignment

- Linking organizational goals with strategy.
- Performance measurement for strategic objectives.
- Resource allocation and prioritization.
- Aligning team goals with corporate vision.
- Managing organizational change effectively.
- Monitoring and evaluating strategic initiatives.
- Overcoming barriers to alignment.

Unit 3: Decision-Making and Problem-Solving

- Decision-making models for leaders.
- Analytical tools for complex scenarios.
- Risk assessment and mitigation strategies.
- Problem-solving in dynamic environments.
- Encouraging data-driven decision-making.
- Balancing short-term and long-term goals.
- Case studies of effective decision-making.

Unit 4: Leading Teams and Influencing Others

- Motivating high-performing teams.
- Building collaboration across departments.
- Conflict resolution strategies.
- Influencing without authority.
- Coaching and mentoring for leadership growth.
- Fostering a culture of accountability.
- Enhancing communication for strategic impact.

Unit 5: Innovation, Change, and Future Leadership

- Leading innovation initiatives.
- Managing transformation and organizational change.
- Strategic foresight and scenario planning.
- Navigating uncertainty and market disruptions.
- Building resilient and adaptive teams.
- Sustainability and ethical leadership practices.
- Continuous learning for long-term leadership success.

Final Insights & Key Takeaways

Strategic leadership enables managers to drive organizational success and influence positive change. Participants will leave with practical tools and frameworks to lead effectively in dynamic environments.