MERCURY

# Influence & Decision-Making for Leaders

5 – 9 July 2027
Geneva (Switzerland)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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## Introduction

Effective leadership in modern organizations depends on the ability to influence outcomes and make sound, strategic decisions under varying conditions. This Influence & Decision-Making for Leaders course provides leaders with a structured understanding of influence techniques and decision-making frameworks that drive organizational success. Participants will explore how cognitive biases, emotional intelligence, and organizational dynamics shape leadership decisions. The program examines how leaders can build credibility, align stakeholders, and guide teams toward shared objectives. Through a combination of theoretical models and applied scenarios, learners will strengthen their ability to evaluate complex situations and respond with clarity and confidence. Participants will lead decisively while fostering trust, collaboration, and sustainable performance.

## Targeted Groups

This Influence & Decision-Making for Leaders training targets professionals seeking knowledge and skills:

- Senior managers are responsible for strategic decisions.
- Team leaders managing cross-functional teams.
- Executives aiming to strengthen leadership influence.
- Project managers handling complex stakeholder environments.
- Business consultants advising on organizational decisions.
- HR professionals supporting leadership development.
- Entrepreneurs leading business growth initiatives.
- Professionals preparing for leadership roles.

## Course Objectives

Participants will achieve the following objectives by completing the Influence & Decision-Making for Leaders course:

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- Understand core principles of leadership influence and persuasion.
- Identify key decision-making models used in organizations.
- Analyze factors affecting strategic and operational decisions.
- Evaluate risks and uncertainties in decision environments.
- Apply critical thinking to complex leadership challenges.
- Develop structured approaches for effective problem-solving.
- Strengthen communication techniques to influence stakeholders.
- Recognize cognitive biases impacting decision quality.
- Improve confidence in high-stakes decision-making situations.
- Align decisions with organizational goals and performance metrics.
- Enhance leadership presence and credibility in decision processes.
- Integrate ethical considerations into decision-making practices.

## Targeted Competencies

Participants will gain the following competencies during the Influence & Decision-Making for Leaders program:

- Strategic thinking and analytical reasoning.
- Effective leadership influence and persuasion skills.
- Structured decision-making and problem-solving ability.
- Risk assessment and evaluation capabilities.
- Stakeholder analysis and engagement techniques.
- Emotional intelligence in leadership decisions.
- Conflict resolution and negotiation skills.
- Data-driven decision-making approaches.
- Communication clarity and executive presence.
- Ethical judgment in leadership scenarios.

## Studying Scenarios

In this Influence & Decision-Making for Leaders training, participants develop skills through the following scenarios:

- Leading a high-pressure strategic decision.
- Influencing resistant stakeholders in projects.
- Resolving team conflicts through structured decisions.
- Evaluating risks in uncertain business environments.
- Making ethical decisions under organizational pressure.
- Aligning team decisions with strategic goals.

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# Course Content

## Unit 1: Foundations of Leadership Influence

- Define leadership influence and its role in organizational success.
- Distinguish between authority, power, and influence in leadership.
- Identify core principles of persuasion in professional environments.
- Analyze how trust and credibility influence effectiveness.
- Examine communication styles that enhance leadership presence.
- Understand the role of emotional intelligence in influencing others.
- Explore the behavioral psychology behind influence and decision-making.
- Evaluate real-world examples of effective leadership influence.

## Unit 2: Decision-Making Models and Frameworks

- Introduce structured decision-making frameworks for leaders.
- Compare rational, intuitive, and adaptive models of decision-making.
- Analyze decision trees and scenario planning techniques.
- Apply SWOT analysis in leadership decision processes.
- Evaluate cost-benefit analysis for business decisions.
- Understand data-driven decision-making in modern organizations.
- Examine the role of information quality in decision outcomes.
- Identify limitations of traditional decision-making models.

## Unit 3: Cognitive Biases and Risk Management

- Define cognitive biases affecting leadership decisions.
- Identify common biases, such as confirmation and anchoring.
- Analyze how biases distort judgment in complex situations.
- Develop strategies to mitigate bias in decision-making.
- Understand risk assessment methodologies for leaders.
- Evaluate uncertainty and its impact on strategic decisions.
- Apply risk management frameworks in leadership contexts.
- Explore techniques for balancing speed and accuracy in decisions.

## Unit 4: Influencing Stakeholders and Driving Alignment

- Identify key stakeholders in organizational decision processes.
- Analyze stakeholder expectations and influence dynamics.
- Develop strategies to effectively gain stakeholder buy-in.
- Apply negotiation techniques in leadership decision-making.
- Understand communication strategies for persuasive leadership.
- Manage resistance and conflict in decision implementation.
- Align team objectives with organizational strategy.
- Evaluate the impact of culture on influence and decisions.

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## Unit 5: Ethical and Strategic Decision-Making

- Define ethical frameworks for leadership decisions.
- Analyze ethical dilemmas in organizational contexts.
- Apply governance principles to leadership decision-making.
- Integrate corporate values into decision processes.
- Evaluate long-term impact of strategic decisions.
- Develop accountability in leadership actions.
- Balance organizational performance with ethical responsibility.
- Strengthen decision-making under pressure and uncertainty.
- Assess outcomes and continuously improve decision quality.

## Final Insights & Key Takeaways

Effective leadership requires a balance of analytical thinking, emotional intelligence, and strategic alignment. Leaders who apply structured frameworks and ethical judgment consistently achieve stronger outcomes and sustainable organizational success.