MERCURY

Strategic Leadership Skills in Executive Management

4 – 8 July 2027
Online



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Strategic Leadership Skills in Executive Management

Ref: 121423_1084886 **Date:** 4 – 8 July 2027 **Location:** Online **Fees:** 1900 Euro

Introduction

This Strategic Leadership Skills in Executive Management course equips senior professionals with the mindset, frameworks, and analytical skills to lead complex organizations in uncertain environments. It focuses on developing executive leadership capabilities that link organizational vision with strategic action and sustainable competitive advantage. Participants will explore advanced decision-making, strategic planning methodologies, and systems-level thinking to enhance performance at both organizational and team levels.

Through theory grounded in real-world strategic leadership practice, learners will sharpen their ability to influence stakeholders, integrate change initiatives, and foster innovation across functions. The Strategic Leadership Skills in Executive Management program also emphasizes ethical leadership and the execution of adaptive strategies in dynamic business landscapes. Participants will lead with clarity, purpose, and strategic foresight.

Targeted Groups

This Strategic Leadership Skills in Executive Management training targets professionals seeking knowledge and skills:

- Senior managers and executives aiming to enhance strategic leadership capabilities.
- Organizational leaders are responsible for strategy development and implementation.
- Directors and department heads are preparing for higher executive roles.
- Strategy planners and business development leaders are involved in long-term decision-making.
- High-potential professionals accelerating career growth into executive leadership.

Course Objectives

Participants will achieve the following objectives by completing the Strategic Leadership Skills in Executive Management course:

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- Understand the role and impact of strategic leadership on organizational performance.
- Distinguish between operational management and strategic leadership in executive contexts.
- Strengthen skills in formulating organizational vision, mission, and strategic priorities.
- Master strategic decision-making under uncertainty using analytic and creative frameworks.
- Apply strategic planning tools to assess internal and external environments.
- Enhance capability to lead cross-functional teams toward unified strategic goals.
- Practice change leadership and align organizational culture with strategy.
- Integrate ethical and sustainable leadership practices into executive decision processes.
- Build competencies in performance measurement, metrics, and strategic feedback loops.
- Translate strategic insights into actionable operational plans that drive results.

Targeted Competencies

Participants will gain the following competencies during the Strategic Leadership Skills in Executive Management program:

- Ability to lead strategic planning and oversee long-term organizational goals.
- Proficiency in executive communication to influence stakeholders and align teams.
- Capability to evaluate complex environments and anticipate future trends.
- Mastery in strategic decision-making using analytical tools and frameworks.
- Competence in formulating and executing organizational change initiatives.
- Skill in building high-performance leadership cultures that support innovation.
- Strength in identifying and mitigating strategic risks proactively.
- Application of ethical judgment and responsible leadership in critical decisions.
- Competence in aligning strategic priorities with measurable key performance indicators.
- Enhanced strategic vision that bridges operational execution with future-oriented objectives.

Studying Scenarios

In this Strategic Leadership Skills in Executive Management training, participants develop skills through the following scenarios:

- Leading a cross-departmental strategic planning workshop to align vision and goals.
- Conducting SWOT and PESTEL analyses for real business challenges.
- Executing a simulated crisis requiring rapid, high-stakes decision-making.
- Designing a change management roadmap for a strategic transformation initiative.
- Evaluating performance outcomes using strategic metrics and feedback loops.

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Course Content

Unit 1: Foundations of Strategic Leadership

- Defining strategic leadership vs operational management in executive roles.
- The significance of leadership vision and purpose in long-term strategic success.
- Core strategic leadership models and frameworks used in executive training.
- The role of strategic thinking in shaping organizational direction and competitiveness.
- Understanding organizational dynamics and alignment with strategic priorities.
- Ethical leadership principles and their impact on sustainable strategy.

Unit 2: Strategic Planning and Environmental Analysis

- Translating mission, vision, and values into an actionable strategy.
- Internal environmental analysis: organizational strengths, weaknesses, and culture.
- External factors: market dynamics, competitor landscapes, and emerging trends.
- Using strategic tools such as SWOT, PESTEL, and Porter's Five Forces to inform decisions.
- Prioritizing strategic initiatives based on impact, feasibility, and resources.
- Establishing strategic objectives that guide executive action and resource allocation.
- Integrating innovation and strategic foresight in planning processes.

Unit 3: Strategic Decision-Making and Execution

- Foundations of strategic decision-making under ambiguity and risk.
- Analytical decision-making tools for scenario evaluation and forecasting.
- Balancing data insights with leader intuition for quality executive choices.
- Risk analysis, mitigation strategies, and contingency planning for leaders.
- Strategic execution frameworks and translating strategy into operational action.
- Measuring execution progress with KPIs and strategic dashboards.
- Real-time strategic problem solving for adaptive leadership.

Unit 4: Leading Organizational Change and Culture

- The executive's role in driving organizational transformation.
- Change leadership models and strategies for stakeholder engagement.
- Aligning organizational culture with evolving strategic priorities.
- Communication strategies that motivate, influence, and build consensus.
- Overcoming resistance and sustaining momentum during change initiatives.
- Developing and nurturing a culture of innovation and continuous improvement.
- Assessing cultural impact on strategy and performance outcomes.

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Unit 5: Executive Leadership Competencies and Influence

- Strategic influence and persuasion skills for executive leadership.
- Coaching, mentoring, and developing future leaders within the organization.
- Building trusted relationships with board members, peers, and stakeholders.
- High-impact leadership communication in complex organizational contexts.
- Ethical governance and responsible leadership practices for executives.
- Leadership resilience: navigating ambiguity, disruption, and volatility.
- Strategic negotiation, conflict resolution, and collaborative decision-making.
- Sustaining personal leadership growth: reflection, learning, and adaptability.

Final Insights & Key Takeaways

Graduates of this course will leave equipped to drive holistic organizational strategy with confidence, influence, and ethical leadership. They will shape their organizations' future by aligning vision with action and making informed decisions amid uncertainty.