MERCURY

Developing High-Performance & Executive Leadership Training Program

5 – 9 April 2027
Vienna (Austria)



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Ref: 15062_254411 **Date:** 5 – 9 April 2027 **Location:** Vienna (Austria) **Fees:** 5900 Euro

Introduction:

This high-performance and executive leadership course is for talented executives who now occupy significant leadership roles and aspire to be exceptional leaders proficient in balancing 'hard' business issues with 'soft' people skills.

The demand for high-performance leadership is critical in today's fast-paced business environment. Every day, executives must consider their organization's future and how to optimize performance through effective executive leadership training.

Successful business leaders must embody a vision and be pioneers, strategists, communicators, coaches, diplomats, and politicians. The world's most distinguished leaders maintain a focus on the overarching objectives while upholding rigorous standards in various capacities.

This one-week, intensive high-performance and executive leadership training program amalgamates techniques validated by real-world application with interactive peer learning underpinned by the latest scholarly research.

Participants in this high-performance and executive leadership training will master the competencies of effective executive leadership, suitable for those aiming to earn an executive leadership certificate or those simply looking to enhance their leadership capabilities.

Target Groups:

- Mid and high-level managers are seeking high-performance leadership development.
- Executives with managerial responsibilities are looking for substantial executive leadership training programs.
- Decision-makers need robust executive leadership skills to lead and motivate others.
- Employees aim to acquire valuable knowledge and experience for career enhancement through a certificate in executive leadership.

Course Objectives:

By the end of this high-performance and executive leadership course, participants will be able to:

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- Grasp the contemporary expectations of executive leadership roles.
- Delve into the essentials of what is executive leadership.
- Define the organization's mission, vision, and values.
- Cultivate personnel development, appreciate individual differences, and foster transparent communication.
- Adjust their leadership approach to suit the developmental requirements of their staff.
- Construct High-Performance Teams.
- Lead the change in the organization's efforts.

Targeted Competencies:

Upon the end of this high-performance and executive leadership training, participants competencies will be able to:

- Leadership skills are pivotal to high-performance leadership roles.
- Understand the advanced executive leadership abilities.
- Communication skills are imperative for executive leadership.
- Change management for executive leadership in organizations.
- Team building and management are essential components of developing leadership skills in the workplace.

Course Content:

Unit 1: Understanding Today's Executive Leadership Expectations:

- Pinpoint your executive leadership challenges.
- Explore the core principles of executive leadership development.
- Understand the four-factor model of effective executive leadership.
- Distinguish leadership from management.
- Identify the necessary competencies for 21st-century executive leadership.

Unit 2: Exploring the Strategic Elements of Executive Leadership:

- Define mission, vision, and values.
- Cultivate a culture orientated towards the big picture.
- Recognize the strategic role of planning and prioritization in everyday tasks.
- Allocate time to envision the future.
- Utilize a personal vision statement to achieve organizational objectives.

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Unit 3: Executive Leadership in a VUCA World:

- Navigate Volatility, Uncertainty, Complexity, and Ambiguity VUCA.
- Identify innate leadership behaviors.
- Who do you need on your team?
- Build a balanced and effective team.
- Assess the impact of personal style on relationships and potential leadership hurdles.

Unit 4: Understanding and Appreciating Situational Leadership, the Art of Influencing Others:

- Develop people, valuing differences, and advocating honest communication.
- Refine leadership styles to secure employee commitment.
- Align leadership styles with the developmental needs of employees.

Unit 5: Personal Values and Ethics at Work:

- Address workplace challenges and manage them effectively.
- Create a foundation of trust within relationships.
- Establish a passionate purpose for consistency and credibility within executive leadership.

Unit 6: Practicing Ways to Communicate:

- Know the executive leadership techniques to inspire pride in work and the organization.
- Energize the workforce: key elements for boosting job satisfaction and productivity.
- Explore the role of emotional intelligence in successful executive leadership.
- Evaluate your emotional intelligence and identify areas for development.

Unit 7: Creating an Executive Leadership Development Plan:

- Craft a plan aligned with personal goals and organizational strategy.

Unit 8: The Role of Feedback for Leadership Development:

- Emphasize the significance and techniques of giving and receiving feedback.
- Why does it matter?
- How do you get feedback?
- How do you give feedback?

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Unit 9: Strategy and the Organisation:

- Origin of strategic vision.
- Clarify organizational purpose.
- Identify stakeholders and their significance.

Unit 10: Leaders Create Leaders:

- Establish High-Performance Teams.
- Influence Trust and Reputation.
- Augment Psychological Capital.

Unit 11: Leading into the Future:

- Cultivate an Entrepreneurial Mindset.
- Manage Transformational Change.
- Implement the 8 steps to enduring organizational change.