



The Manager as a Strategic Leader

21 – 25 December 2026
Paris (France)



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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 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.

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.

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.