Global Horizon
TRAINING CENTER

Training Course:
Harvard Organizational Leadership

20 - 31 May 2024
Rome (Italy)

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Harvard Organizational Leadership

Training Course code: LS234814 From: 20 - 31 May 2024 Venue: Rome (Italy) - Training Course Fees: 8400 ⬜ Euro

Introduction

Organizational Leadership explores the roles leaders must embrace to run a division, department, or organization: as a beacon who sets direction; an architect who aligns talent, systems, structure, and culture; and a catalyst who drives innovation and change. Through self-assessments, peer feedback, and projects applied to your own work, you'll gain a clearer understanding of your leadership style and how to prepare for the next phase of your leadership journey.

Learning Objectives

- Identify any misalignments between the dynamics of your organization and external market conditions
- Communicate purpose and vision, and inspire your organization to execute that vision
- Extend the reach of your influence by leading through other managers
- Elevate your leadership style to meet the distinct challenges of leading larger, more dispersed teams
- Shape your organizational culture and architecture to maximize talent, leverage diversity, and drive performance
- Develop strategies for planning and engineering organizational change and innovation initiatives

Target Audience

Experienced Team Leaders

Prepare for the next phase of your leadership journey, whether you⬜re expanding your overall scope of responsibilities or taking over a larger department or organization.

Entrepreneurs

Learn to lead at scale and mobilize your employees as you transition your business from a startup into a growth-stage company.

Training Methodologies

Organizational Leadership consists of approximately 40 hours of material delivered over 2 weeks 10 days.

At the beginning of the course, you⬜ll be asked to complete a self-assessment and solicit feedback from colleagues, such as direct reports, clients, or managers, for the Learning Path Tool LPT assessment.

Throughout the course, participants will be asked to complete a self-assessment to check their leadership skills. The training program will include videos and exercises in which you⬜ll practice communication techniques taught in the course and provided by the instructor.

Course Content

Module 1

Leading at Scale and Scope

- The "double helix" of leadership.
- The intertwined work of delivering on organizational responsibilities and developing yourself personally to lead divisions, units, or organizations effectively.
- Key imperatives of transitioning to a new organizational leadership role.
- Identify common dangers to avoid.

Module 2

Leader as Beacon: Understanding the Context and Setting Direction

- Assess the external context in which your organization operates and its impact
- Develop a direction for your division, unit, or organization
- Informed by your analysis of the external context
- Identify key contextual factors shaping your organization today and, in the future.

Module 3

Leader as Beacon: Communicating Direction

- Use vision, purpose, strategy, and identity to craft a statement of direction
- Apply techniques to communicate direction to every level of the organization
- Evaluate your effectiveness

Module 4

Leader as Architect: Designing to Deliver Value

- Assess your organization's capacity to deliver on key tasks that create value
- Diagnose and solve challenges with organizational motivation, competence, and coordination to drive value creation
- Experiment with making the critical design choices to align the people, systems, structure, and culture in your division, unit, or organization to deliver value
- Generate a three-year value creation plan for your division, unit, or organization
- Align your organizational architecture to your three-year value creation plan

Module 5

Project Week

- Identify a performance or opportunity gap within your division, unit, or organization, drawing on lessons from Leader as Beacon and Leader as Architect
- Develop an action plan to address the root causes of a performance or opportunity gap
- Identify personal leadership development opportunities
- Perform a root cause analysis in partnership with others in your organization and generate an action plan to address your findings

Module 6

Leader as Catalyst of Change

- Diagnose the need for organizational change in response to external shifts or internal challenges
- Utilize the CHANGE model to implement organizational change successfully
- Appreciate how to overcome resistance to change

Module 7

Leader as Catalyst of Innovation

- Describe the steps for driving innovation within established organizations
- Explain how to shape organizational culture into a culture of innovation

Module 8

Leading Self at Scale and Scope

- Examine the personal and organizational challenges of leading through inflection points and adversity
- Assess your capacity to rise to new leadership responsibilities while attending to self-care and personal development

Registration form on the Training Course:
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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

Delegate Information

Full Name (Mr / Ms / Dr / Eng): ....
Position: ....
Telephone / Mobile: ....
Personal E-Mail: ....
Official E-Mail: ....

Company Information

Company Name: ....
Address: ....
City / Country: ....

Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): ....
Position: ....
Telephone / Mobile: ....
Personal E-Mail: ....
Official E-Mail: ....

Payment Method

☐ Please find enclosed a cheque made payable to Global Horizon

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| Telephone: +201095004484 to provisionally reserve your place. | Fax your completed registration form to: +20233379764 | E-mail to us : info@gh4t.com or training@gh4t.com | Complete & return the booking form with cheque to:Global Horizon 3 Oudai street, Aldouki, Giza, Giza Governorate, Egypt. |