Training Course:
Organizational Leadership

10 - 14 June 2024
Kuala Lumpur (Malaysia)
Royale Chulan Kuala Lumpur

Training Course:
Organizational Leadership

Training Course code: SC234864 From: 10 - 14 June 2024 Venue: Kuala Lumpur (Malaysia) - Royale Chulan Kuala Lumpur Training Course Fees: 5445 ⬜ Euro

Introduction

Organizational Leadership equips experienced team leaders and aspiring executives and GMs with the skills, strategies, and tools to rise to expanded leadership responsibilities and guide their organizations effectively. Learn how to set and communicate direction, influence other managers, generate organizational alignment, drive innovation, and engineer change.

Training 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

This training program is intended for:

- General Managers

- Entrepreneurs

- Experienced Leaders

Training Methodologies

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.

Training Program Outlines

Module 1:

Leading at Scale and Scope

- Understand the "double helix" of leadership

- Describe the key imperatives of transitioning to a new organizational leadership role and 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 and evaluate your effectiveness
- Video upload: Record yourself communicating direction and evaluate the effectiveness of your and your peers' communication techniques

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 for challenges with organizational motivation, competence, and coordination to drive value creation
- Experiment with making the critical design choices to align the people, systems and 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 Day

- 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 using feedback from the Learning Path Tool assessment
- Perform a root cause analysis in partnership with others in your organization and generate an action plan to address your findings
- Networking activity optional: Share your action plan with a peer in the course and receive feedback
- Reflect on your Learning Path Tool assessment results and identify opportunities for growth

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
- Reflect on key change initiatives within your organization and analyze their effectiveness using the CHANGE model

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
- Explore the value of learning from mistakes or failures to develop a culture of innovation
- Reflect on what you have learned about leading organizations and yourself throughout the course

Bonus 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
- Reflect on your experiences facing uncertainty and adversity as a leader

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

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Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): ....
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☐   Please find enclosed a cheque made payable to Global Horizon

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