



*Training Course:  
Executive Leadership Management*

*20 - 24 January 2025  
Cape Town (South Africa)  
DoubleTree by Hilton Cape Town - Upper Eastside*

## Training Course: Executive Leadership Management

Training Course code: LS234762 From: 20 - 24 January 2025 Venue: Cape Town (South Africa) - DoubleTree by Hilton Cape Town - Upper Eastside Training Course Fees: 5950 € Euro

### Introduction

The Executive Leadership Management Program explores leadership skills for the complex and dynamic modern workplace. In today's evolving business landscape, there's a growing need for highly skilled leaders who can navigate through complex challenges and empower their teams to succeed. Over eight weeks, you'll learn techniques to lead high-performance teams to add value and purpose to your organization through effective leadership strategies.

Investigate how to maximize your influence using practical tools and frameworks, and gain a deeper understanding of your leadership style to align it with your organization's goals.

### Course Objectives

At the end of this course the participants will be able to:

- Gain the insights to devise and implement an effective strategy in your organization
- Develop the confidence to operate outside your comfort zone
- Increase your ability to engage, inspire and influence
- Prepare for a more senior management role or professional challenge
- Develop effective, motivated, and innovative leaders
- Gain insights into the latest thinking on strategic business topics
- Build a strong leadership framework
- See a return on investment through Henley's collaboration with a learning partner in your organization. This person will understand and support the needs of the organization and the participant, benefitting both

### Targeted Audience

The Executive Leadership Management Program is for managers at all levels who want to enhance role performance and organizational success.

### Course Outlines

Day1

#### Effective leadership: Leading for high performance

- Reflect on the relationship between effective leadership and performance in organizations.
- Define performance in the context of an organization
- Discuss the impact that leaders can have on performance
- Outline the different traits, styles, and contexts of leadership
- Describe the evolution of leadership
- Interpret your own leadership style, or potential style, and that of those around you
- Identify effective and ineffective leadership in your context
- Review your strengths and weaknesses as a leader

#### The job of the leader: Envisioning and engaging

- Learn about vision and engagement as two core activities of leaders.
- Recall the primary activities of leaders in the Oxford Leadership Framework
- Recognize the link between vision and strategy
- Interpret the interplay between authentic behaviors and trust in leadership
- Indicate how the relationship between leaders and followers acts as a key factor in engagement
- Identify the different types of motivators for team members in your context
- Articulate your vision as a leader

#### Day2

#### The job of the leader: Choosing and connecting

- Recognize the impact of personal biases in making decisions
- Interpret theoretical models and frameworks related to decision-making
- Outline the different types of connections leaders use to lead effectively
- Explain how leaders mobilize networks for effective leadership
- Review how important decisions are made in organizations
- Apply the power of doubt in making decisions

### Leading with power and influence

- Explore the significance of power and influence within leadership.
- Articulate the relationship between leadership and power
- Distinguish between different forms of power
- Investigate influence as a form of soft power
- Deduce how to exercise influence in your organization
- Analyze the importance of difficult conversations

### Day 3

#### Leading teams for effective performance

- Explore the functions and dynamics of high-performance leadership.
- Describe the role of teams in organizations
- Identify some of the challenges and limitations of building and harnessing teams
- Articulate what leaders need in order to build a high-performance team
- Deduce the role of the leader in high-performance teams
- Analyze the challenges and opportunities of optimizing team performance in your context

### Day 4

#### Strategies and models for leading change

- Consider the role of the leader in driving change.
- Discuss how leaders can drive change in organizations through change management models
- Articulate which change management model is most suitable for your organizational context
- Compare different strategies for managing change
- Deduce the challenges facing leaders tasked with driving change
- Distinguish the role of the leader in managing change
- Analyze the extent to which change is being effectively managed in your organization

### Day 5

### Mastering complexity and a plurality

- Explore strategies to manage the complexity inherent in leadership.
- Differentiate between plurality and complexity within organizations
- Assess the ways in which organizations manage multiple corporate and social goals
- Analyze the challenges and tensions in leading for the present and the future
- Evaluate how your organization plans for the future
- Assess how alignment reinforces the purpose and strategy of organizations
- Reflect on the role of alignment in your organization

## Registration form on the Training Course: Executive Leadership Management

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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: .....  
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 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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### Easy Ways To Register

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