



*Training Course:
Executive Leadership Management*

*1 - 5 September 2025
Kigali (Rwanda)*

Training Course: Executive Leadership Management

Training Course code: LS234762 From: 1 - 5 September 2025 Venue: Kigali (Rwanda) - 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.

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.

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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