



*Training Course:
Harvard Organizational Leadership*

*23 November - 4 December 2026
Rome (Italy)*

Training Course: Harvard Organizational Leadership

Training Course code: LS234814 From: 23 November - 4 December 2026 Venue: Rome (Italy) - Training Course Fees: 6050 € Euro

Introduction

This program focuses on the essential leadership roles for running a division, department, or organization effectively. Leaders must act as a beacon who sets the direction, an architect who aligns talent, systems, structure, and culture, and a catalyst who drives innovation and change. Through self-assessments, peer feedback, and hands-on projects, participants will better understand their leadership style and prepare for the next phase of their leadership journey.

Objectives

By the end of this program, participants will be able to:

- Identify misalignments between organizational dynamics and external market conditions
- Communicate purpose and vision to inspire organizational execution
- Extend leadership influence through other managers
- Elevate leadership style for larger, more dispersed teams
- Shape organizational culture to maximize talent, leverage diversity, and drive performance
- Develop strategies for planning and implementing organizational change and innovation

Target Audience

- Senior Executives: Leaders responsible for organizational strategy and performance.
- Department Managers: Managers leading teams and operational functions.
- Team Leaders and Supervisors: Professionals responsible for guiding and motivating teams.
- HR and Organizational Development Professionals: Individuals involved in leadership and talent development.
- Project and Program Managers: Leaders managing strategic projects and organizational initiatives.
- Entrepreneurs and Business Owners: Professionals seeking to strengthen organizational leadership capabilities.
- High-Potential Professionals: Employees preparing for future leadership positions.

Program Outline

Day 1: Leading at Scale and Scope

- The "Double Helix" of Leadership
 - Balancing organizational responsibilities with personal leadership development

- Key imperatives when transitioning to new leadership roles
- Identifying common pitfalls to avoid during leadership transitions

Day 2: Leader as Beacon: Understanding the Context and Setting Direction

- Assessing the External Context
 - Evaluating market conditions and their impact on organizational strategy
- Setting Organizational Direction
 - Developing a clear direction for your team or organization
 - Identifying key contextual factors shaping your organization's future

Day 3: Leader as Beacon: Communicating Direction

- Crafting a Statement of Direction
 - Using vision, purpose, strategy, and identity to communicate organizational goals
- Techniques to Communicate Direction
 - Communicating strategy across all levels of the organization
 - Evaluating communication effectiveness

Day 4: Leader as Architect: Designing to Deliver Value

- Assessing Organizational Capacity
 - Diagnosing challenges related to motivation, competence, and coordination
- Organizational Design for Value Delivery
 - Aligning people, systems, structure, and culture to create value
 - Developing a three-year value creation plan
 - Aligning organizational architecture with long-term goals

Day 5: Leader as Catalyst of Change and Innovation

- Leader as Catalyst of Change
 - Diagnosing the need for organizational change in response to internal or external factors
 - Using the CHANGE model to implement change and overcoming resistance
- Leader as Catalyst of Innovation
 - Fostering innovation within established organizations
 - Shaping an organizational culture focused on innovation
- Leading Self at Scale and Scope
 - Managing personal and organizational challenges during leadership transitions
 - Balancing new leadership responsibilities with self-care and personal growth

Registration form on the Training Course: Harvard Organizational Leadership

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