



*Training Course:
Driving Performance through Senior Manager &
Leadership*

*30 August - 3 September 2027
Kigali (Rwanda)*

Training Course: Driving Performance through Senior Manager & Leadership

Training Course code: MA234578 From: 30 August - 3 September 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

In today's competitive and rapidly evolving business environment, senior leaders play a critical role in driving organizational performance, aligning strategy with execution, and inspiring teams to achieve excellence. This program, developed by [Global Horizon Training Center](#), is designed to equip senior managers and leaders with advanced skills to enhance performance, strengthen leadership effectiveness, and deliver sustainable results.

The course focuses on strategic leadership, performance management, decision-making, and organizational alignment. Participants will gain practical tools to improve individual and team performance, foster accountability, and lead high-impact initiatives that support organizational success.

Course Objectives

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

- Strengthen strategic leadership and performance management capabilities
- Align organizational goals with operational execution
- Drive high performance across teams and departments
- Apply advanced decision-making and problem-solving techniques
- Enhance accountability and performance culture within the organization
- Lead and manage change effectively
- Improve communication and stakeholder engagement
- Develop strategies to sustain long-term organizational performance

Target Audience

This program is designed for:

- Senior Managers and Executives
- Department Heads and Directors
- Business Unit Leaders
- Strategy and Performance Management Professionals
- Leaders responsible for organizational performance and transformation
- High-potential managers preparing for senior leadership roles

Outline

Day 1: Strategic Leadership and Organizational Performance

- The Role of Senior Leaders in Driving Performance
- Linking Strategy to Execution
- Leadership Styles and Their Impact on Performance
- Building a Performance-Oriented Culture
- Setting Strategic Goals and KPIs
- Aligning Teams with Organizational Vision

Day 2: Performance Management Systems and Metrics

- Designing Effective Performance Management Frameworks
- Key Performance Indicators KPIs and Balanced Scorecards
- Monitoring and Evaluating Performance
- Data-Driven Decision Making
- Performance Reviews and Feedback Mechanisms
- Addressing Performance Gaps

Day 3: Decision Making and Problem Solving for Leaders

- Strategic Decision-Making Models
- Risk-Based Decision Making
- Problem-Solving Techniques for Complex Challenges
- Scenario Planning and Forecasting
- Enhancing Leadership Judgment and Critical Thinking
- Case Studies on Leadership Decisions

Day 4: Leading Teams and Driving Engagement

- Building High-Performance Teams
- Leadership Communication and Influence
- Motivating and Engaging Teams
- Managing Conflict and Enhancing Collaboration
- Coaching and Developing Talent
- Strengthening Accountability and Ownership

Day 5: Change Management and Sustainable Performance

- Leading Organizational Change and Transformation
- Managing Resistance and Building Buy-In
- Innovation and Continuous Improvement
- Sustaining Performance in Dynamic Environments
- Developing Action Plans for Performance Improvement
- Leadership Reflection and Future Development Planning

Registration form on the Training Course: Driving Performance through Senior Manager & Leadership

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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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Personal E-Mail:
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Person Responsible for Training and Development

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

- ☐ Please find enclosed a cheque made payable to Global Horizon
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