



*Training Course:
Harvard Organizational Leadership*

*19 - 23 April 2027
Kigali (Rwanda)*

Training Course: Harvard Organizational Leadership

Training Course code: LS234814 From: 19 - 23 April 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

Effective organizational leadership requires more than managing day-to-day operations. Leaders must act as visionaries who set strategic direction, architects who align people and systems, and catalysts who inspire innovation and organizational transformation. In today's dynamic business environment, organizations need leaders who can manage complexity, influence culture, lead change, and drive sustainable performance.

The Harvard Organizational Leadership program is designed to equip participants with advanced leadership capabilities required to lead divisions, departments, and organizations successfully. Through practical frameworks, leadership assessments, strategic discussions, and applied exercises, participants will strengthen their ability to lead at scale, communicate vision effectively, manage organizational change, and foster innovation and high performance.

This program focuses on strategic leadership, organizational alignment, change management, innovation, and leadership influence to prepare participants for higher leadership responsibilities and organizational impact.

Course Objectives

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

- Identify gaps between organizational performance and external market demands.
- Communicate organizational vision and strategic direction effectively.
- Strengthen leadership influence across teams and management levels.
- Adapt leadership styles to lead larger and more diverse teams.
- Align organizational structure, systems, culture, and talent with strategic objectives.
- Develop strategies for organizational change and innovation.
- Improve decision-making and leadership effectiveness.
- Build high-performance organizational cultures.
- Lead organizational transformation and growth initiatives confidently.

Target Audience

- Senior Executives and Directors
- Department Managers
- Team Leaders and Supervisors
- HR and Organizational Development Professionals
- Project and Program Managers
- Entrepreneurs and Business Owners

- High-Potential Professionals Preparing for Leadership Roles

5-Day Training Outline

Day 1: Leading at Scale and Scope

- The “Double Helix” of leadership
- Balancing organizational responsibilities and personal leadership growth
- Leadership transition challenges and opportunities
- Common leadership pitfalls and how to avoid them
- Expanding leadership influence across teams and departments
- Building leadership credibility and confidence

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

- Assessing external business and market environments
- Strategic thinking and organizational positioning
- Identifying key business drivers and future challenges
- Setting organizational direction and priorities
- Aligning strategy with organizational objectives
- Leading with vision and purpose

Day 3: Leader as Beacon - Communicating Direction

- Crafting a compelling organizational vision
- Communicating purpose, strategy, and organizational identity
- Influencing stakeholders and gaining organizational alignment
- Leadership communication techniques
- Evaluating communication effectiveness
- Building trust and engagement through communication

Day 4: Leader as Architect - Designing Organizational Value

- Assessing organizational capabilities and challenges
- Organizational design and value creation
- Aligning systems, structures, and culture
- Enhancing organizational performance and coordination
- Developing long-term strategic value plans
- Leveraging talent and diversity for organizational success

Day 5: Leader as Catalyst of Change and Innovation

- Leading organizational change initiatives
- Diagnosing organizational change needs
- Applying change management frameworks and models
- Managing resistance to change
- Building a culture of innovation and continuous improvement
- Leading self through organizational transitions
- Action planning and leadership development strategies

Registration form on the Training Course: Harvard Organizational Leadership

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