

EFFECTIVE LEADERSHIP, STRATEGY, RISK, AND NEGOTIATIONS



GENTEX[®]
TRAINING CENTER



Introduction

Effective Leadership, Strategy, Risk, and Negotiations brings four connected disciplines into one program. Leaders set direction, but they achieve it through negotiation, and they protect it through risk management. Weakness in any one area undermines the others: a sound strategy fails without risk discipline, and a well-managed risk profile cannot compensate for poor negotiation. This Effective Leadership, Strategy, Risk, and Negotiations Training Course develops all four capabilities together. Participants examine leadership styles, strategic analysis and execution, enterprise risk frameworks, and negotiation practice. Furthermore, the course covers stakeholder influence, decision quality, and change leadership. As a result, participants leave able to lead with direction, protect value, and negotiate outcomes that hold.

Effective Leadership, Strategy, Risk, and Negotiations Course Objectives

- Apply leadership styles flexibly using Goleman's six styles and situational leadership.
- Analyse the environment with PESTEL and Porter's Five Forces.
- Build strategic direction with vision, objectives, and the Balanced Scorecard.
- Evaluate strategic options with costbenefit analysis and the Ansoff matrix.
- Apply enterprise risk management using ISO 31000 principles.
- Assess and treat risk with risk registers, heat maps, and expected monetary value.
- Apply risk appetite, tolerance, and control frameworks such as COSO ERM.
- Prepare negotiations using BATNA, ZOPA, and interest-based methods.
- Conduct negotiations with the Fisher and Ury principled approach.
- Lead change and communicate strategic decisions with Kotter's eight steps and ADKAR.

Course Methodology



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The course applies interactive, practice-based methods:

- Facilitated workshops combining strategy, risk, and negotiation cases.
- Business simulations with strategic and negotiation decisions.
- Role-play of negotiations and stakeholder meetings.
- Hands-on work with risk registers, heat maps, and scorecards.
- Case studies of strategic success and failure.
- Action planning that converts each framework into a leadership practice.

Who Should Take This Course

- Senior and mid-level managers.
- Department heads and business unit leaders.
- Strategy, planning, and business development professionals.
- Risk, compliance, and governance officers.
- Procurement and contract managers.
- Project, program, and change managers.

Effective Leadership, Strategy, Risk, and Negotiations Course Outlines

Day 1: Leadership Foundations

- Distinguishing leadership from management responsibilities.
- Reviewing Goleman's six leadership styles.
- Applying situational leadership to team readiness levels.
- Building emotional intelligence and self-awareness.
- Establishing credibility, trust, and influence.



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- Leading decisions with structured option analysis.
- Assessing your leadership strengths and development gaps.

Day 2: Strategy Formulation and Execution

- Scanning the environment with PESTEL analysis.
- Assessing industry attractiveness with Porter's Five Forces.
- Evaluating internal capability with SWOT, VRIO, and the value chain.
- Setting vision, mission, and strategic objectives.
- Selecting strategy with Porter's generic strategies and Blue Ocean tools.
- Exploring growth options with the Ansoff matrix.
- Translating strategy with the Balanced Scorecard and OKRs.

Day 3: Enterprise Risk Management

- Understanding risk, uncertainty, and risk appetite.
- Applying ISO 31000 risk management principles and process.
- Using COSO ERM for governance and control structures.
- Identifying and assessing risk with risk registers and heat maps.
- Quantifying exposure with expected monetary value and scenario analysis.
- Selecting risk treatments: avoid, reduce, transfer, accept.
- Building a risk register and treatment plan.

Day 4: Negotiation Strategy and Practice

- Preparing with BATNA, reservation points, and ZOPA analysis.
- Applying interest-based negotiation from Fisher and Ury.
- Separating positions from underlying interests.



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- Using Cialdini's principles of influence ethically.
- Managing concessions, anchors, and timing.
- Handling difficult negotiators and deadlocks.
- Practising negotiation in realistic role-play scenarios.

Day 5: Integration, Change, and Leadership Practice

- Linking strategy, risk, and negotiation in decision-making.
- Building negotiating mandates aligned with risk appetite.
- Leading change with Kotter's eight steps and the ADKAR model.
- Communicating strategy and risk to boards and stakeholders.
- Managing crisis decisions and reputation risk.
- Seeking feedback and reviewing leadership practice.
- Finalizing a personal leadership and strategy action plan.

Conclusion

By successfully completing Effective Leadership, Strategy, Risk, and Negotiations, participants will have acquired practical knowledge of leadership practice, strategic analysis and execution, enterprise risk management, and negotiation strategy. They will have gained skills in strategic planning and execution, enterprise risk assessment and treatment, negotiation preparation and practice, and leadership communication, plus a personal action plan. Gentex Training Center designed this program to help leaders set direction, protect value, and negotiate results.

FAQs





Q1 What is the "Effective Leadership, Strategy, Risk, and Negotiations" course about?

It integrates four leadership disciplines. Participants study leadership styles, strategic analysis and execution, enterprise risk management under ISO 31000 and COSO ERM, and negotiation preparation and practice using interest-based methods.

Q2 What are the key benefits of the "Effective Leadership, Strategy, Risk, and Negotiations" course?

Participants gain sharper strategic judgement, stronger risk discipline, and better negotiated outcomes. Organizations also make more defensible decisions, protect value against identified threats, and align negotiating positions with risk appetite and strategy.

Q3 What skills will I gain from the "Effective Leadership, Strategy, Risk, and Negotiations" course?

You will develop four core skills: strategic planning and execution, enterprise risk assessment and treatment, negotiation preparation and practice, and leadership communication and change management.



Q4 What tools, methods, or standards are covered in the "Effective Leadership, Strategy, Risk, and Negotiations" course?

The course covers PESTEL, Porter's Five Forces, SWOT, VRIO, the value chain, Porter's generic strategies, Blue Ocean tools, the Ansoff matrix, the Balanced Scorecard, OKRs, ISO 31000, COSO ERM, risk registers and heat maps, expected monetary value, scenario analysis, BATNA, ZOPA, the Fisher and Ury principled negotiation method, Cialdini's influence principles, Kotter's eight steps, and the ADKAR model.

Q5 How is the "Effective Leadership, Strategy, Risk, and Negotiations" course applied in real-world practice?

Participants apply the methods to live leadership tasks, such as building a strategy plan, assessing a risk register, preparing a negotiation mandate, running a supplier negotiation, and leading a change rollout. Each module ends with an action commitment, so learning transfers directly into leadership practice.