

EXECUTIVE CHALLENGE



GENTEX[®]
TRAINING CENTER



Introduction

Executives rarely fail because they lack knowledge. They struggle when several difficult demands arrive at once and every option carries a cost. Executive Challenge is a development programme built around that reality, placing senior leaders in demanding business scenarios that require strategy, finance, people, and judgement at the same time. This Executive Challenge Training Course builds decision quality through structured pressure. Furthermore, it covers strategy formulation, financial reasoning, organizational leadership, stakeholder persuasion, and team decision-making under time constraints. Participants also receive structured feedback on how they think and lead. As a result, they leave with sharper judgement and a clearer view of their own strengths.

Executive Challenge Course Objectives

- Analyse complex business situations using structured diagnostic frameworks.
- Formulate strategy under uncertainty with scenario planning.
- Apply financial reasoning to evaluate options with NPV, ROI, and cash impact.
- Lead a senior team through pressure with clear roles and decision rights.
- Make decisions with incomplete information using the OODA loop.
- Manage competing stakeholder demands with power-interest analysis.
- Communicate a compelling case with the pyramid principle.
- Handle conflict and disagreement constructively in a leadership team.
- Reflect on personal decision patterns and leadership behaviour.
- Build a personal development plan from structured feedback.

Course Methodology

- Immersive business simulations with staged decision points.
- Team-based challenge rounds with time pressure and incomplete data.

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- Structured debriefs using decision-review techniques.
- Individual coaching feedback on judgement and leadership behaviour.
- Case studies of executive decisions with long-term consequences.
- Action planning that links each insight to the participant's own role.

Who Should Take This Course

- Chief management officers and senior functional heads.
- General managers and executive directors.
- C-suite officers and senior vice presidents.
- High-potential leaders preparing for executive appointment.
- Board committee members and executive advisors.
- Senior public sector leaders with enterprise-wide mandates.

Executive Challenge Course Outlines

Day 1: Diagnosing Complex Business Situations

- Assessing market, competitive, and internal conditions together.
- Applying PESTLE and Five Forces to live case situations.
- Separating symptoms from underlying business problems.
- Using root cause analysis at organizational level.
- Framing the core strategic question precisely.
- Prioritizing issues with impact and urgency criteria.
- Reviewing a diagnostic case with peer feedback.

Day 2: Strategy Under Pressure



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- Setting strategic direction with limited time and data.
- Applying scenario planning to plausible futures.
- Choosing between growth, efficiency, and exit options.
- Assessing competitive response and second-order effects.
- Making trade-offs explicit and documented.
- Building a strategic argument for a senior audience.
- Presenting a strategy decision to a review panel.

Day 3: Financial Reasoning and Resource Choices

- Reading financial statements quickly for decision purposes.
- Evaluating options with NPV, ROI, and payback criteria.
- Assessing cash impact and funding implications.
- Applying sensitivity analysis to key assumptions.
- Balancing short-term results with long-term investment.
- Allocating limited resources across competing demands.
- Defending a resource allocation decision.

Day 4: Leading Teams and Stakeholders in Crisis

- Setting roles and decision rights in a pressured team.
- Making decisions with the OODA loop under time pressure.
- Managing conflicting stakeholder demands effectively.
- Communicating to staff, boards, and external parties.
- Handling disagreement and conflict within the leadership team.
- Protecting team performance under sustained stress.
- Running a crisis leadership simulation.





Day 5: Judgement Review and Personal Development

- Reviewing personal decision patterns and recurring biases.
- Receiving structured feedback on leadership behaviour.
- Identifying strengths and development priorities.
- Building influence and executive presence deliberately.
- Planning development actions with clear milestones.
- Establishing peer accountability for follow-through.
- Preparing a 90-day executive development plan.

Conclusion

By successfully completing Executive Challenge, participants will gain the knowledge to diagnose complex situations, choose between difficult options, and lead a senior team through pressure with composure. They will acquire skills in strategic diagnosis, financial reasoning, crisis decision-making, and team leadership that strengthen judgement at the most senior level. Gentex Training Center builds this programme around immersive challenge rounds and structured feedback, so learners return with sharper instincts and a clear development plan.

FAQs

Q1 What is the "Executive Challenge" course about?

It is an immersive development programme that places senior leaders in demanding business scenarios requiring simultaneous strategic, financial, and people decisions. The course covers diagnosis, strategy under uncertainty, financial reasoning, crisis team leadership, stakeholder management, and personal judgement review.



Q2 What are the key benefits of the "Executive Challenge" course?

Participants improve decision quality under real pressure, learn to make trade-offs explicitly, and receive honest feedback on how they think and lead. They also strengthen financial reasoning, manage stakeholder conflict more calmly, and leave with a development plan built on observed behaviour rather than self-assessment.

Q3 What skills will I gain from the "Executive Challenge" course?

You will gain business diagnosis and strategic formulation, financial reasoning and resource allocation, crisis decision-making and team leadership, and stakeholder management with personal judgement review. These four skills work together to sharpen executive performance in high-pressure conditions.

Q4 What tools, methods, or standards are covered in the "Executive Challenge" course?

The course covers PESTLE analysis, Porter's Five Forces, root cause analysis and issue prioritization matrices, scenario planning, NPV, ROI and payback appraisal, sensitivity analysis, the OODA loop, the pyramid principle for executive communication, power-interest stakeholder mapping, RACI decision rights, and structured decision-review debriefs.



Q5 How is the "Executive Challenge" course applied in real-world practice?

Participants work through staged business simulations with incomplete data and firm time limits, then defend their decisions to a review panel. They also run a crisis leadership simulation, receive individual coaching feedback, and complete a 90-day executive development plan grounded in observed behaviour.