

FUTURE FOCUSED LEADERSHIP: SHAPING THE FUTURE OF INNOVATION AND GROWTH TRAINING



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TRAINING CENTER



Introduction

Future Focused Leadership: Shaping the Future of Innovation and Growth Training prepares leaders to build capability for a future that cannot be forecast precisely. Organisations rarely fail because they lacked ideas; they fail because the ideas they had never reached scale, or because the leadership system rewarded caution over reinvention. This Future Focused Leadership: Shaping the Future of Innovation and Growth Training Course builds the mindset and methods to change that. Participants examine future sensing, innovation strategy, growth portfolio management, agile delivery, and organisational reinvention. Furthermore, the course covers scenario planning, design thinking, and building a culture that sustains experimentation. It also addresses talent, governance, and measuring innovation credibly. As a result, participants leave able to shape growth deliberately rather than react to it.

Future Focused Leadership: Shaping the Future of Innovation and Growth Course Objectives

- Apply futures thinking and horizon scanning to strategic planning.
- Build scenarios using scenario planning and the three horizons model.
- Design innovation strategy with the Innovation Ambition Matrix.
- Run structured ideation using design thinking and SCAMPER.
- Evaluate growth options with the Ansoff matrix and Business Model Canvas.
- Manage innovation portfolios with stage-gate and lean startup approaches.
- Build agile delivery capability with Scrum and Kanban practices.
- Develop innovation culture using psychological safety and experimentation norms.
- Measure innovation with input, process, and output indicators.
- Lead sustainable growth with governance, talent, and risk balance.



Course Methodology

The course applies interactive, practice-based methods:

- Facilitated workshops on live growth and innovation challenges.
- Case studies of future-focused leaders and disrupted incumbents.
- Hands-on scenario, portfolio, and business model exercises.
- Innovation sprints producing prototype concepts within sessions.
- Simulation of investment prioritisation and stage-gate decisions.
- Action planning that converts each framework into a leadership practice.

Who Should Take This Course

- Executives and senior managers.
- Chief innovation and strategy officers.
- Business unit and function heads.
- Product, R&D, and portfolio leaders.
- Transformation and change directors.
- Senior managers preparing for future-oriented roles.

Future Focused Leadership: Shaping the Future of Innovation and Growth Course Outlines

Day 1: Foundations of Future Focused Leadership

- Defining futures thinking and its role in strategy.
- Understanding uncertainty, weak signals, and emerging trends.
- Applying horizon scanning to identify change drivers.

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- Reviewing the three horizons model for balancing now and next.
- Assessing your organisation's future readiness.
- Examining leadership mindsets that enable or block reinvention.
- Assessing your own future-focused leadership capability.

Day 2: Innovation Strategy and Growth Options

- Designing innovation strategy with the Innovation Ambition Matrix.
- Distinguishing incremental, adjacent, and transformational innovation.
- Evaluating growth options with the Ansoff matrix.
- Applying the Business Model Canvas to new opportunities.
- Exploring platform and ecosystem growth models.
- Setting innovation objectives with portfolio balance criteria.
- Drafting an innovation strategy outline.

Day 3: Scenario Planning and Future Sensing

- Building scenarios with the 2x2 uncertainty matrix.
- Applying PESTEL to future change drivers.
- Testing strategy against multiple plausible futures.
- Using war gaming and pre-mortems to stress-test plans.
- Identifying strategic options that perform across scenarios.
- Building early warning indicators for change.
- Producing a scenario set and strategic response.

Day 4: Ideation, Prototyping, and Agile Delivery

- Applying design thinking and the double diamond process.



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- Running ideation with SCAMPER and brainwriting.
- Screening ideas with impact/effort and value/complexity grids.
- Building low-fidelity prototypes and running tests.
- Applying build/measure/learn from the lean startup method.
- Scaling innovation with stage-gate governance.
- Practising an innovation sprint in teams.

Day 5: Culture, Talent, and Measuring Growth

- Building innovation culture with psychological safety.
- Rewarding experimentation and learning from failure.
- Developing innovation talent and capability pathways.
- Aligning incentives and governance with innovation goals.
- Measuring innovation with input, process, and output metrics.
- Sustaining growth through leadership commitment and routines.
- Finalizing a personal future-focused leadership action plan.

Conclusion

By successfully completing Future Focused Leadership: Shaping the Future of Innovation and Growth Training, participants will have acquired practical knowledge of futures thinking, innovation strategy, scenario planning, prototyping, agile delivery, and innovation measurement. They will have gained skills in future sensing and scenario planning, innovation strategy and growth portfolio design, ideation and prototyping facilitation, and innovation culture and measurement, plus a personal action plan. Gentex Training Center designed this program to help leaders shape growth with intent.





FAQs

Q1 What is the "Future Focused Leadership: Shaping the Future of Innovation and Growth" course about?

It prepares leaders to build future growth deliberately. Participants study futures thinking, horizon scanning, scenario planning, innovation strategy, growth portfolio design, prototyping, agile delivery, innovation culture, and measurement.

Q2 What are the key benefits of the "Future Focused Leadership: Shaping the Future of Innovation and Growth" course?

Participants gain a clearer view of emerging change, stronger growth options, and faster movement from idea to test. Organisations also balance today's performance with tomorrow's opportunities and reduce the risk of being overtaken by shifts they saw too late.

Q3 What skills will I gain from the "Future Focused Leadership: Shaping the Future of Innovation and Growth" course?

You will develop four core skills: future sensing and scenario planning, innovation strategy and growth portfolio design, ideation and prototyping facilitation, and innovation culture building with measurement.



Q4 What tools, methods, or standards are covered in the "Future Focused Leadership: Shaping the Future of Innovation and Growth" course?

The course covers horizon scanning, the three horizons model, the Innovation Ambition Matrix, the Ansoff matrix, the Business Model Canvas, the 2x2 uncertainty matrix for scenario planning, PESTEL, war gaming and pre-mortems, design thinking and the double diamond, SCAMPER and brainwriting, the lean startup buildmeasurelearn loop, stage-gate governance, Scrum and Kanban, and innovation input, process and output metrics.

Q5 How is the "Future Focused Leadership: Shaping the Future of Innovation and Growth" course applied in real-world practice?

Participants apply the methods to live organisational tasks, such as running a horizon scan, building a scenario set, shaping an innovation portfolio, running an ideation sprint, and reviewing innovation metrics with executives. Each module ends with an action commitment, so learning transfers directly into leadership practice.