

INTEGRATED LEADERSHIP SYSTEM TRAINING: BUILD UNIFIED LEADERSHIP EXCELLENCE



GENTEX[®]
TRAINING CENTER



Introduction

Integrated Leadership System Training: Build Unified Leadership Excellence Training Course helps leaders at every tier act as one system rather than a set of disconnected units. Organizations often hold strong individual leaders while the wider leadership team drifts in different directions. This program closes that gap by aligning leadership philosophy, decision rights, communication routines, and talent practices. It combines systems thinking, emotional intelligence, and proven leadership frameworks. As a result, participants learn to build a shared leadership language, run consistent talent reviews, and cascade strategy without losing intent. Furthermore, the course covers succession planning, cross-functional collaboration, and governance of leadership development.

Integrated Leadership System Training: Build Unified Leadership Excellence Course Objectives

- Apply systems thinking to diagnose leadership gaps across the organization.
- Build a unified leadership competency framework and behavioral indicators.
- Align leadership philosophy, values, and decision principles.
- Define decision rights using the RACI matrix and delegation levels.
- Apply emotional intelligence and situational leadership models.
- Design consistent leadership communication and cascade routines.
- Run talent review and succession planning with the 9-box grid.
- Use the GROW coaching model to develop leaders at all levels.
- Apply Kotter's eight steps to embed leadership change.
- Measure leadership effectiveness through engagement and performance data.

Course Methodology

- Facilitated sessions grounded in leadership systems theory.

LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Diagnostic workshops to map current leadership practices.
- Case studies from complex, multi-site organizations.
- Role-play for coaching conversations and difficult decisions.
- Group exercises in competency design and talent calibration.
- Simulation of leadership cascade and communication routines.
- Structured peer feedback and personal leadership action plans.

Who Should Take This Course

- Senior managers and department heads.
- HR and talent development leaders.
- Leadership development and learning specialists.
- Executive team members and directors.
- Change and transformation managers.
- Organizational development consultants.
- High-potential leaders preparing for wider responsibility.

Integrated Leadership System Training: Build Unified Leadership Excellence Course Outlines

Day 1: Leadership as an Integrated System

- Defining the integrated leadership system and its components.
- Systems thinking and the five disciplines of a learning organization.
- Diagnosing leadership fragmentation and misalignment.
- Leadership philosophy, values, and operating principles.
- The leadership pipeline and its six transitions.



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Aligning leadership at board, executive, and middle levels.
- Case study: rebuilding a fragmented leadership team.

Day 2: Competency Frameworks and Decision Architecture

- Designing a unified leadership competency framework.
- Writing behavioral indicators and proficiency levels.
- Competency mapping to roles and career pathways.
- Decision rights, delegation levels, and the RACI matrix.
- Meeting architecture and decision-making routines.
- Building accountability without micromanagement.
- Workshop: drafting a leadership competency model.

Day 3: Emotional Intelligence and Leadership Style

- The four domains of emotional intelligence.
- Self-awareness, self-regulation, and empathy in leadership.
- Situational leadership and the SLII model.
- Adapting style to follower readiness and task demands.
- Giving and receiving feedback with the SBI model.
- Managing conflict and difficult conversations.
- Workshop: leadership style self-assessment and action plan.

Day 4: Talent, Coaching, and Succession

- Talent review and calibration using the 9-box grid.
- Identifying high potentials and critical roles.



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Succession planning and readiness assessment.
- Coaching with the GROW model.
- Mentoring programs and peer learning circles.
- Individual development plans and stretch assignments.
- Workshop: running a talent calibration session.

Day 5: Cascading Strategy and Sustaining Leadership Excellence

- Translating strategy into leadership priorities.
- Communication cascades and town hall design.
- Applying Kotter's eight steps to leadership change.
- Measuring leadership effectiveness with engagement surveys.
- Leadership dashboards and quarterly review cycles.
- Embedding leadership development into governance.
- Capstone: presenting an integrated leadership system blueprint.

Conclusion

By successfully completing Integrated Leadership System Training: Build Unified Leadership Excellence Training Course, participants will have acquired the knowledge to diagnose leadership misalignment, design competency and decision frameworks, coach emerging leaders, and cascade strategy consistently. They will also understand how to link talent, succession, and communication into one leadership system that supports long-term performance. Gentex Training Center delivers this program through applied workshops and expert facilitation, so leaders can unify their teams with confidence.





FAQs for the Integrated Leadership System Training course

Q1 What is the "Integrated Leadership System Training: Build Unified Leadership Excellence" course about?

It is a training program that teaches how to connect leadership practices across all levels into one aligned system. It covers competency frameworks, decision rights, emotional intelligence, talent and succession, and strategy cascade.

Q2 What are the key benefits of the "Integrated Leadership System Training: Build Unified Leadership Excellence" course?

Participants gain a shared leadership language, clearer decision-making, and stronger talent pipelines. Organizations benefit from less duplication and conflict between levels, faster strategy execution, and leadership behavior that employees can trust and follow consistently.

Q3 What skills will I gain from the "Integrated Leadership System Training: Build Unified Leadership Excellence" course?

LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



Participants build leadership system diagnosis and competency design, decision rights and accountability architecture, emotional intelligence and situational leadership, and talent review, succession, and coaching.

Q4 What tools, methods, or standards are covered in the "Integrated Leadership System Training: Build Unified Leadership Excellence" course?

The course covers systems thinking, the leadership pipeline model, competency frameworks, the RACI matrix, the SLII situational leadership model, the four domains of emotional intelligence, the SBI feedback model, the 9-box grid, the GROW coaching model, and Kotter's eight steps.

Q5 How is the "Integrated Leadership System Training: Build Unified Leadership Excellence" course applied in real-world practice?

Learners apply it by auditing leadership practices, drafting a shared competency framework, defining decision rights, running talent calibration sessions, training managers to coach, and building communication cascades. They then track leadership effectiveness through engagement and performance reviews.

