

LEADERSHIP AND MANAGEMENT - MASTERCLASS



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TRAINING CENTER



Introduction

Leadership and Management Masterclass Training Course brings together the full range of capabilities senior managers need to lead organizations and deliver results. Leadership sets direction and inspires people; management structures work, allocates resources, and holds performance to standard. Strong managers practise both deliberately rather than by instinct. This masterclass examines each dimension through advanced frameworks and applied practice. It covers strategy, organizational design, performance management, talent development, and change leadership. As a result, participants learn to align teams around strategy, make sound decisions with incomplete data, and build leadership depth beneath them.

Leadership and Management Masterclass Course Objectives

- Align vision, mission, and strategy using the Balanced Scorecard and strategy maps.
- Apply situational and transformational leadership models deliberately.
- Design organisational structures with clear accountability and the RACI matrix.
- Set and cascade objectives using SMART goals and OKRs.
- Apply the McKinsey 7S framework to diagnose organisational alignment.
- Manage performance with appraisal systems and improvement plans.
- Build talent pipelines through succession planning and the 9-box grid.
- Coach and develop managers using the GROW model.
- Lead change with Kotter's eight steps and the ADKAR model.
- Manage risk, governance, and stakeholder relationships at management level.

Course Methodology

- Facilitated sessions built around senior management case studies.

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- Strategy and organisational design workshops.
- Role-play of executive decisions, negotiation, and feedback.
- Group exercises in objective cascading and KPI design.
- Simulation of performance and change leadership challenges.
- Benchmarking discussions and structured peer review.
- Personal leadership reflection and a development action plan.

Who Should Take This Course

- Senior managers and department heads.
- Business unit and functional leaders.
- Managers preparing for executive responsibility.
- HR and organizational development leaders.
- Program and transformation directors.
- High-potential leaders in succession pipelines.
- Consultants advising on leadership and management practice.

Leadership and Management Masterclass Course Outlines

Day 1: Leadership, Management, and Strategic Direction

- Leadership versus management at senior level.
- Trait, behavioural, situational, and transformational models.
- Vision, mission, and strategic intent.



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- Applying the Balanced Scorecard and strategy maps.
- Strategic thinking versus operational focus.
- Personal leadership brand and executive presence.
- Workshop: leadership model self-diagnostic.

Day 2: Organisational Design and Accountability

- Organisational structures and design principles.
- Span of control, layers, and decision rights.
- Accountability frameworks and the RACI matrix.
- Diagnosing alignment with the McKinsey 7S framework.
- Governance, ethics, and corporate accountability.
- Managing matrix and cross-functional relationships.
- Workshop: diagnosing an organisational alignment issue.

Day 3: Performance, Objectives, and Measurement

- Cascading strategy into objectives with SMART goals and OKRs.
- Designing KPIs and performance dashboards.
- Conducting appraisal and performance review conversations.
- Handling underperformance with structured improvement plans.
- Resource allocation and budget alignment.
- Managing risk and compliance at management level.
- Workshop: building a performance measurement framework.

Day 4: Talent, Teams, and Development

- Talent management and succession planning with the 9-box grid.



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- Identifying critical roles and building bench strength.
- Coaching senior managers using the GROW model.
- Feedback with the SBI and DESC frameworks.
- Building high-performing and cross-functional teams.
- Employee engagement drivers and retention strategy.
- Workshop: designing a talent development plan.

Day 5: Change Leadership and Executive Influence

- Leading change with Kotter's eight steps and the ADKAR model.
- Stakeholder mapping and executive communication.
- Negotiation and influence without relying on authority.
- Building a leadership culture and shared standards.
- Decision-making under uncertainty and after-action review.
- Personal development planning for executive roles.
- Capstone: presenting a strategic leadership plan.

Conclusion

By successfully completing Leadership and Management Masterclass Training Course, participants will have acquired the knowledge to set strategic direction, design aligned organisations, manage performance with reliable measures, develop talent and successors, and lead change with proven frameworks. They will also understand how to influence stakeholders and build a leadership culture that sustains results. Gentex Training Center delivers this program through applied workshops and expert facilitation, preparing participants for senior leadership responsibility.





FAQs for the Leadership and Management Masterclass course

Q1 What is the "Leadership and Management Masterclass" course about?

It is a training program that combines advanced leadership and management practice for senior roles. It covers strategic direction, organisational design, performance measurement, talent development, and change leadership.

Q2 What are the key benefits of the "Leadership and Management Masterclass" course?

Participants gain sharper strategic judgment, stronger organisational alignment, and a practical method for developing their managers. Organizations benefit from clearer accountability, better performance data, stronger succession pipelines, and change programs that reach completion.

Q3 What skills will I gain from the "Leadership and Management Masterclass" course?

Participants build strategic direction and scorecard design, organisational design and accountability frameworks, performance management and KPI development, and talent development, coaching, and change leadership.



Q4 What tools, methods, or standards are covered in the "Leadership and Management Masterclass" course?

The course covers the Balanced Scorecard and strategy maps, situational and transformational leadership models, the McKinsey 7S framework, the RACI matrix, SMART goals, OKRs, the 9-box grid, the GROW coaching model, the SBI and DESC feedback frameworks, Kotter's eight steps, and the ADKAR model.

Q5 How is the "Leadership and Management Masterclass" course applied in real-world practice?

Learners apply it by cascading strategy into objectives and KPIs, clarifying decision rights, running structured performance reviews, building succession plans for critical roles, and guiding change initiatives with stakeholder engagement and review routines.