

LEADERSHIP IN A DIGITAL AGE



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TRAINING CENTER



Introduction

Leadership in a Digital Age Training Course prepares leaders to guide organizations through digital change without losing the human core of leadership. Digital tools alter how work is organized, how decisions are made, and how teams communicate, and leaders must adapt faster without abandoning judgment or trust. This program connects digital literacy to leadership practice. It covers digital strategy, data-informed decisions, hybrid team leadership, and responsible technology use. As a result, participants learn to lead transformation, set digital priorities with clear value, and build teams that work well across physical and virtual settings. Furthermore, the course covers ethics, automation, and change adoption.

Leadership in a Digital Age Course Objectives

- Explain the digital landscape and its leadership implications.
- Apply digital transformation frameworks to organizational change.
- Use data analytics and dashboards to inform leadership decisions.
- Apply the Data, Information, Knowledge, Wisdom model to evidence.
- Lead hybrid and distributed teams with clear operating rhythms.
- Apply agile and digital ways of working to team delivery.
- Manage digital change with Kotter's eight steps and the ADKAR model.
- Apply design thinking to digital service and process improvement.
- Address AI ethics, data privacy, and cybersecurity responsibilities.
- Build digital capability and learning habits in teams.

Course Methodology

- Facilitated sessions built around digital transformation cases.
- Workshops using data dashboards and decision scenarios.

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- Role-play of hybrid team leadership and digital change conversations.
- Group exercises in digital maturity assessment and roadmap design.
- Simulation of agile delivery and digital adoption challenges.
- Discussion of AI ethics, privacy, and cybersecurity dilemmas.
- Peer feedback, reflection, and personal digital leadership plans.

Who Should Take This Course

- Managers and team leaders in digitalizing organizations.
- Digital transformation and change leaders.
- IT and business partnership managers.
- Operations and service managers adopting new tools.
- HR and organizational development professionals.
- Data and analytics team leads.
- Executives sponsoring digital programs.

Leadership in a Digital Age Course Outlines

Day 1: The Digital Landscape and Leadership Implications

- Defining digital transformation and digital maturity.
- Key technologies: cloud, analytics, automation, and AI.
- How digital change differs from previous transformations.
- Digital leadership competencies and mindsets.
- Assessing digital maturity with maturity models.
- Common causes of digital initiatives failing.



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- Case study: a digital transformation that delivered value.

Day 2: Data-Informed Leadership and Digital Strategy

- The DIKW model: data, information, knowledge, wisdom.
- Reading dashboards and performance analytics.
- Framing decisions with evidence and clear questions.
- Data quality, bias, and interpretation risks.
- Building a digital strategy and priority roadmap.
- Business case and value realization for digital projects.
- Workshop: reviewing a dashboard and making a decision.

Day 3: Leading Hybrid and Distributed Teams

- Operating rhythms for hybrid and remote teams.
- Digital collaboration tools and meeting discipline.
- Asynchronous communication and documentation habits.
- Maintaining trust and psychological safety at a distance.
- Performance management across distributed teams.
- Wellbeing, isolation, and boundary management.
- Workshop: designing a hybrid team operating agreement.

Day 4: Digital Change, Agile, and Design Thinking

- Applying agile and digital ways of working.
- Design thinking for service and process improvement.
- Customer and user journey mapping for digital services.
- Prototyping, piloting, and iterative delivery.



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- Change adoption with Kotter's eight steps and ADKAR.
- Managing resistance and building digital confidence.
- Simulation: leading a digital tool rollout.

Day 5: Ethics, Security, and Digital Leadership Growth

- AI ethics, fairness, and decision transparency.
- Data privacy and regulatory responsibilities.
- Cybersecurity leadership and risk ownership.
- Automation, workforce impact, and reskilling.
- Building digital learning habits in teams.
- Measuring digital adoption and value with KPIs.
- Capstone: presenting a digital leadership plan.

Conclusion

By successfully completing Leadership in a Digital Age Training Course, participants will have acquired the knowledge to lead digital change with clear priorities, use data responsibly in decisions, lead hybrid and distributed teams, apply agile and design thinking practices, and address ethics, privacy, and security responsibilities. They will also understand how to build digital capability across their teams. Gentex Training Center delivers this program through applied workshops and expert facilitation, preparing leaders to lead confidently in a digital environment.

FAQs for the Leadership in a Digital Age course





Q1 What is the "Leadership in a Digital Age" course about?

It is a training program that prepares leaders to guide digital change and lead teams effectively in technology-rich environments. It covers digital strategy, data-informed decisions, hybrid team leadership, agile ways of working, and digital ethics.

Q2 What are the key benefits of the "Leadership in a Digital Age" course?

Participants gain a clearer digital strategy method, stronger data-informed decision habits, and better leadership of hybrid teams. Organizations benefit from digital initiatives that deliver value, higher adoption rates, and leaders who handle privacy and security responsibilities with confidence.

Q3 What skills will I gain from the "Leadership in a Digital Age" course?

Participants build digital strategy and transformation leadership, data-informed decision-making, hybrid and distributed team leadership, and digital change, ethics, and technology adoption management.

Q4 What tools, methods, or standards are covered in the "Leadership in a Digital Age" course?

The course covers the DIKW model, digital maturity models, data dashboards and analytics, design thinking, user journey mapping, prototyping, agile delivery practices, Kotter's eight steps, the ADKAR model, business case and value realization methods, and AI ethics and data privacy principles.



Q5 How is the "Leadership in a Digital Age" course applied in real-world practice?

Learners apply it by building a digital priority roadmap, reviewing dashboards to make decisions, setting hybrid operating agreements, running iterative pilots and rollouts, tracking adoption KPIs, and reviewing security and privacy risks with their teams.