

LEADERSHIP MASTERY



GENTEX[®]
TRAINING CENTER



Introduction

Leadership Mastery Training Course develops the depth of judgment that distinguishes accomplished leaders from competent managers. Mastery shows in how a leader reads a situation, chooses a response, and brings people with them. This program moves from self-leadership through leading others, leading systems, and leading at scale. It combines behavioural science, strategy, and applied practice. As a result, participants learn to regulate their own reactions, build trust quickly, influence without authority, and sustain performance over long periods. Furthermore, the course covers executive presence, strategic storytelling, and leading through ambiguity with composure.

Leadership Mastery Course Objectives

- Apply the transformational, situational, and servant leadership models.
- Build self-mastery through emotional intelligence and self-regulation.
- Use the leadership pipeline model to understand role transitions.
- Influence stakeholders with the principles of persuasion and reciprocity.
- Develop teams using the Tuckman stages and psychological safety practice.
- Coach senior talent with the GROW model and deliberate feedback.
- Communicate with executive presence and strategic storytelling.
- Apply the Cynefin framework to lead in complex and chaotic contexts.
- Design strategy alignment with the Balanced Scorecard and strategy maps.
- Lead change and culture with Kotter's eight steps and the ADKAR model.

Course Methodology

- Facilitated sessions grounded in leadership research and practice.
- Diagnostic self-assessment and structured 360-degree reflection.
- Role-play of high-stakes conversations and executive briefings.

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- Case studies of leadership failure, recovery, and mastery.
- Group exercises in strategy alignment and culture design.
- Simulation of leading through ambiguity and crisis.
- Peer coaching, reflection, and a personal mastery plan.

Who Should Take This Course

- Senior managers and department heads.
- Experienced leaders seeking deeper capability.
- Directors and business unit leaders.
- HR and organizational development leaders.
- Executive coaches and leadership consultants.
- High-potential leaders in succession pipelines.
- Technical leaders stepping into strategic roles.

Leadership Mastery Course Outlines

Day 1: Self-Mastery and Leadership Presence

- Defining leadership mastery and its components.
- Emotional intelligence and the four domains.
- Self-regulation, triggers, and composure under pressure.
- Values, purpose, and personal leadership philosophy.
- Executive presence and credibility.
- Managing ego, bias, and blind spots.
- Workshop: leadership mastery self-assessment.





Day 2: Influence, Communication, and Storytelling

- Principles of persuasion and ethical influence.
- Influencing without formal authority.
- Strategic storytelling structures for leaders.
- The Pyramid Principle for clear executive messaging.
- Difficult conversations and managing resistance.
- Listening at a senior level and reading the room.
- Role-play: influencing a sceptical stakeholder group.

Day 3: Leading Teams and Developing Talent

- Situational, transformational, and servant leadership in practice.
- Team development stages and the Tuckman model.
- Building psychological safety and constructive challenge.
- Coaching with the GROW model.
- Feedback with the SBI model and development planning.
- Delegation, accountability, and the RACI matrix.
- Workshop: designing a talent development approach.

Day 4: Strategic Leadership and Systems Thinking

- Strategic thinking and systems perspective.
- The Cynefin framework for complex decision contexts.
- Aligning vision, strategy, and execution with strategy maps.
- The Balanced Scorecard and cascaded KPIs.
- Managing trade-offs between short and long horizons.

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- Governance, risk, and ethical accountability.
- Simulation: making a strategic decision under ambiguity.

Day 5: Change, Culture, and Leadership Legacy

- Leading change with Kotter's eight steps and the ADKAR model.
- Shaping culture through behaviour and symbols.
- Building leadership depth and succession.
- Leading through crisis and restoring confidence.
- Sustaining personal mastery and avoiding burnout.
- Building a leadership legacy plan.
- Capstone: presenting a personal leadership mastery plan.

Conclusion

By successfully completing Leadership Mastery Training Course, participants will have acquired the knowledge to regulate their own leadership behaviour, influence stakeholders ethically, develop talent deliberately, think systemically about strategy, and lead change and culture with proven frameworks. They will also understand how to sustain their own capacity and build leadership depth around them. Gentex Training Center delivers this program through applied practice and expert coaching, helping participants lead with genuine mastery.

FAQs for the Leadership Mastery course

Q1 What is the "Leadership Mastery" course about?



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It is a training program that develops advanced leadership judgment and behaviour. It covers self-mastery, influence and communication, team and talent development, strategic and systems thinking, and leading change and culture.

Q2 What are the key benefits of the "Leadership Mastery" course?

Participants gain greater composure under pressure, stronger influence with senior stakeholders, and a deliberate approach to developing others. Organizations benefit from steadier leadership, deeper succession strength, clearer strategic alignment, and cultures that hold together through change.

Q3 What skills will I gain from the "Leadership Mastery" course?

Participants build self-mastery and emotional intelligence, influence, communication, and executive presence, team leadership and talent development, and strategic thinking, systems judgment, and change leadership.

Q4 What tools, methods, or standards are covered in the "Leadership Mastery" course?

The course covers the transformational, situational, and servant leadership models, the leadership pipeline model, emotional intelligence frameworks, the Pyramid Principle, storytelling structures, the GROW coaching model, the SBI feedback model, the RACI matrix, the Tuckman stages, the Cynefin framework, strategy maps, the Balanced Scorecard, Kotter's eight steps, and the ADKAR model.





Q5 How is the "Leadership Mastery" course applied in real-world practice?

Learners apply it by regulating their reactions in high-pressure meetings, structuring executive messages clearly, coaching and giving feedback to senior talent, aligning team objectives with strategy, and shaping culture through consistent behaviour during change.