

LEADING FOR ORGANISATIONAL IMPACT



GENTEX[®]
TRAINING CENTER



Introduction

Leading for Organisational Impact Training Course develops leaders who deliver results that reach beyond their own team. Impact means measurable improvement in performance, capability, or customer outcomes that continues after the leader moves on. Many capable leaders optimise their own unit while the wider organisation gains nothing. This program addresses that gap. It connects strategic thinking, cross-functional influence, and value measurement. It covers impact definition, systems perspective, stakeholder alignment, and evidence-based reporting. As a result, participants learn to build influence upward, sideways, and downward. Furthermore, the course covers legacy building, capability transfer, and measuring lasting value.

Leading for Organisational Impact Course Objectives

- Define organisational impact with clear value and outcome measures.
- Apply systems thinking to see beyond departmental boundaries.
- Use PESTLE, SWOT, and Porter's Five Forces for organisational analysis.
- Align team objectives with strategy using the Balanced Scorecard.
- Build influence across functions with the power-interest grid.
- Make decisions with cost-benefit and option appraisal tools.
- Manage organisational risk with structured assessment methods.
- Lead change with Kotter's eight steps and the ADKAR model.
- Track impact with KPIs, OKRs, and benefit realization methods.
- Build capability and succession to sustain impact after transition.

Course Methodology

- Facilitated sessions built around real organisational impact cases.
- Impact definition and measurement workshops.

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- Role-play of cross-functional influence and executive briefings.
- Case studies of leaders who created lasting organisational value.
- Group exercises in systems mapping and option appraisal.
- Simulation of a cross-functional decision round.
- Peer review, reflection, and a personal impact action plan.

Who Should Take This Course

- Senior managers and department heads.
- Business unit and functional leaders.
- Program and transformation directors.
- Strategy and planning professionals.
- HR and organizational development leaders.
- High-potential leaders in succession pipelines.
- Consultants advising on organisational performance.

Leading for Organisational Impact Course Outlines

Day 1: Defining Impact and Thinking Systemically

- Defining organisational impact versus team performance.
- Outputs, outcomes, and lasting value.
- Systems thinking and the iceberg model.
- PESTLE and SWOT for organisational analysis.
- Porter's Five Forces and competitive positioning.
- Identifying leverage points for maximum effect.
- Case study: a leader whose impact outlasted their tenure.





Day 2: Strategy Alignment and Value Creation

- Translating strategy into organisational priorities.
- The Balanced Scorecard and strategy maps.
- Setting objectives with SMART goals and OKRs.
- Value creation and business model thinking.
- Cost-benefit analysis and option appraisal.
- Building the case for investment and change.
- Workshop: aligning a unit plan with organisational strategy.

Day 3: Influence Across the Organisation

- Stakeholder mapping with the power-interest grid.
- Building coalitions and cross-functional alliances.
- The Pyramid Principle for executive communication.
- Persuasion principles and evidence-based advocacy.
- Negotiating resources and priorities.
- Managing competing agendas and politics constructively.
- Role-play: influencing a cross-functional decision.

Day 4: Delivering Impact Through Change and Risk

- Leading change with Kotter's eight steps and ADKAR.
- Managing organisational risk and mitigation planning.
- Governance, accountability, and decision rights with RACI.
- Building capability transfer and knowledge sharing.
- Managing performance across interdependent teams.

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- Handling setbacks without losing credibility.
- Simulation: leading a cross-functional improvement.

Day 5: Measuring Impact and Building Legacy

- Selecting impact KPIs and baselines.
- Benefit realization tracking and value reporting.
- Reviewing performance with structured checkpoints.
- Building leadership depth and succession.
- Documenting and transferring organisational knowledge.
- Creating a personal organisational impact plan.
- Capstone: presenting an organisational impact roadmap.

Conclusion

By successfully completing Leading for Organisational Impact Training Course, participants will have acquired the knowledge to define impact clearly, think systemically, align work with strategy, influence across functions, lead change and manage risk, and measure value with reliable indicators. They will also understand how to build capability that outlasts their own tenure. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders create value that reaches beyond their team.

FAQs for the Leading for Organisational Impact course

Q1 What is the "Leading for Organisational Impact" course about?



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It is a training program that develops leaders who deliver results beyond their immediate team. It covers impact definition, systems thinking, strategy alignment, cross-functional influence, change and risk leadership, and value measurement.

Q2 What are the key benefits of the "Leading for Organisational Impact" course?

Participants gain a clearer definition of value, stronger cross-functional influence, and evidence they can present to senior stakeholders. Organizations benefit from improvements that scale beyond one unit, better resource decisions, and capability that remains after leaders move on.

Q3 What skills will I gain from the "Leading for Organisational Impact" course?

Participants build impact definition and systemic analysis, strategy alignment and value case development, cross-functional influence and stakeholder management, and change leadership, risk management, and impact measurement.

Q4 What tools, methods, or standards are covered in the "Leading for Organisational Impact" course?

The course covers PESTLE, SWOT, Porter's Five Forces, the iceberg model, the Balanced Scorecard, strategy maps, SMART goals, OKRs, cost-benefit analysis, option appraisal, the power-interest stakeholder grid, the Pyramid Principle, persuasion principles, the RACI matrix, Kotter's eight steps, the ADKAR model, and benefit realization tracking.





Q5 How is the "Leading for Organisational Impact" course applied in real-world practice?

Learners apply it by defining impact measures for their area, aligning plans with strategy, building coalitions across functions, presenting evidence-based cases to executives, and tracking benefits and capability transfer over several review cycles.