

MANAGERIAL LEADERSHIP: ADVANCED STRATEGIES TO BUILD EXECUTIVE TEAMS



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TRAINING CENTER



Introduction

Managerial Leadership: Advanced Strategies to Build Executive Teams Training Course equips senior managers to build leadership teams that function as one unit. An executive team succeeds when its members share a direction, trust each other's judgment, and debate openly before committing. Many senior teams instead operate as a collection of functional heads defending their own territory. This program addresses that failure pattern directly. It covers team design, decision quality, collective accountability, and executive communication. As a result, participants learn to raise the quality of senior debate, resolve cross-functional conflict, and develop the leaders beneath them. Furthermore, the course covers succession and governance.

Managerial Leadership: Advanced Strategies to Build Executive Teams Course Objectives

- Define the purpose, mandate, and composition of an executive team.
- Apply the transformational and servant leadership models at senior level.
- Design team structures with clear roles and the RACI matrix.
- Improve decision quality using structured decision processes.
- Run effective executive meetings with disciplined agendas.
- Build collective accountability and shared ownership of results.
- Manage cross-functional conflict with the Thomas-Kilmann model.
- Align the executive team using the Balanced Scorecard and strategy maps.
- Coach and develop senior talent with the GROW model.
- Build succession depth using the 9-box grid and readiness assessment.

Course Methodology

- Facilitated sessions built around real executive team dilemmas.

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- Team diagnostic workshops using effectiveness models.
- Role-play of executive meetings, debate, and difficult discussions.
- Group exercises in decision design and cross-functional alignment.
- Case studies of high-performing and dysfunctional executive teams.
- Simulation of an executive committee decision round.
- Peer feedback, reflection, and a personal executive team plan.

Who Should Take This Course

- Senior managers and department heads.
- Executive team members and directors.
- Business unit and functional leaders.
- Chief of staff and executive office leaders.
- HR executives supporting senior teams.
- Program and transformation directors.
- Board advisers and senior consultants.

Managerial Leadership: Advanced Strategies to Build Executive Teams Course Outlines

Day 1: What Makes an Executive Team Effective

- Defining an executive team's purpose and mandate.
- Differences between a leadership team and a leadership group.
- Executive team effectiveness models and assessment.
- Common dysfunction patterns and their causes.
- Transformational and servant leadership at senior level.



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- Executive presence, credibility, and trust.
- Case study: a senior team that rebuilt its effectiveness.

Day 2: Design, Roles, and Collective Accountability

- Team composition, capability balance, and diversity.
- Role clarity and the RACI matrix at executive level.
- Decision rights and boundary management.
- Collective accountability and shared ownership.
- Managing the interface with the board.
- Governance structures and committee design.
- Workshop: designing an executive team charter.

Day 3: Executive Decision Quality and Debate

- Structured decision processes for senior teams.
- Evidence-based debate and constructive challenge.
- Avoiding groupthink and the escalation of commitment.
- Pre-mortem analysis and red team review.
- Decision logs and after-action review practice.
- Handling disagreement without damaging relationships.
- Simulation: an executive committee decision round.

Day 4: Alignment, Strategy, and Cross-Functional Conflict

- Aligning the team with the Balanced Scorecard and strategy maps.
- Setting enterprise objectives with SMART goals and OKRs.



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- Managing cross-functional conflict with the Thomas-Kilmann model.
- Negotiating resources and priorities between functions.
- Building coalitions and shared commitments.
- Managing performance across interdependent units.
- Workshop: aligning an executive scorecard.

Day 5: Developing Leaders and Building Succession

- Coaching senior talent with the GROW model.
- Feedback at senior level with the SBI model.
- Talent review with the 9-box grid and readiness assessment.
- Building leadership depth across the organisation.
- Executive team resilience and managing pressure.
- Creating a personal executive leadership plan.
- Capstone: presenting an executive team development plan.

Conclusion

By successfully completing Managerial Leadership: Advanced Strategies to Build Executive Teams Training Course, participants will have acquired the knowledge to design an effective executive team, improve decision quality and debate, build collective accountability, resolve cross-functional conflict, align senior objectives with strategy, and develop the leaders who will follow them. They will also understand how to sustain executive team effectiveness through governance and succession. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping senior leaders build teams that lead the organisation as one.





FAQs for the Managerial Leadership: Advanced Strategies to Build Executive Teams course

Q1 What is the "Managerial Leadership: Advanced Strategies to Build Executive Teams" course about?

It is a training program that develops senior managers capable of building effective executive teams. It covers team design, role clarity, decision quality, collective accountability, cross-functional alignment, conflict handling, and succession.

Q2 What are the key benefits of the "Managerial Leadership: Advanced Strategies to Build Executive Teams" course?

Participants gain stronger senior-team cohesion, better-quality decisions, and fewer cross-functional standoffs. Organizations benefit from faster executive decisions, clearer accountability at the top, stronger successor pipelines, and leadership teams that act as one.

Q3 What skills will I gain from the "Managerial Leadership: Advanced Strategies to Build Executive Teams" course?

Participants build executive team design and role clarity, decision quality and structured debate, collective accountability and cross-functional alignment, and senior talent development, coaching, and succession planning.



Q4 What tools, methods, or standards are covered in the "Managerial Leadership: Advanced Strategies to Build Executive Teams" course?

The course covers executive team effectiveness models, the transformational and servant leadership models, the RACI matrix, decision rights design, pre-mortem and red team review, decision logs, the Balanced Scorecard, strategy maps, SMART goals, OKRs, the Thomas-Kilmann conflict model, the GROW coaching model, the SBI feedback model, the 9-box grid, and after-action reviews.

Q5 How is the "Managerial Leadership: Advanced Strategies to Build Executive Teams" course applied in real-world practice?

Learners apply it by agreeing an executive team charter, clarifying decision rights, running disciplined leadership meetings, using pre-mortems on major decisions, aligning enterprise objectives through a scorecard, and reviewing succession readiness for critical roles.