

PROFESSIONAL CERTIFICATE IN LEADERSHIP - MASTERCLASS



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TRAINING CENTER



Introduction

The Professional Certificate in Leadership Masterclass Course is designed for leaders who already manage teams and now need to operate at a higher level. It moves beyond foundational practice into strategic leadership, executive influence, organisational design, and leading through complexity. Participants examine how leaders shape culture, build capability pipelines, and make decisions with incomplete information. Furthermore, the masterclass covers board-level communication, governance awareness, and enterprise-wide change. In addition, it develops reflective leadership practice. As a result, delegates leave with sharper judgement, a stronger executive voice, and a portfolio of applied leadership work.

Professional Certificate in Leadership Masterclass Course Objectives

- Lead at strategic level using the McKinsey 7S framework and systems thinking.
- Apply advanced situational leadership and the Goleman six leadership styles across senior teams.
- Build organisational culture using the Competing Values Framework and culture web analysis.
- Design organisational structures with clear spans of control and decision rights.
- Lead enterprise-wide change using Kotter's eight-step model and the ADKAR framework.
- Communicate at board level using the Minto Pyramid Principle and structured messaging.
- Apply ethical and governance frameworks to senior leadership decisions.
- Build talent pipelines and succession plans for critical leadership roles.
- Coach senior leaders using the GROW model and developmental feedback.
- Develop executive resilience, judgement, and decision quality under uncertainty.



Course Methodology

- Advanced workshops led by senior leadership practitioners and executive coaches.
- Case studies of enterprise transformation and leadership succession.
- Simulation of executive decision-making under uncertainty.
- Role-play of board presentations, difficult conversations, and stakeholder alignment.
- Group work on organisational design and culture diagnostics.
- Structured peer coaching and 360-degree style feedback.
- Capstone project: presenting an executive leadership portfolio and development plan.

Who Should Take This Course

- Senior managers and directors preparing for executive roles.
- Executives responsible for enterprise-wide results.
- Heads of function leading large teams.
- HR and organisational development directors.
- Board advisors and governance professionals.
- Experienced leaders seeking formal advanced certification.

Professional Certificate in Leadership Masterclass Course Outlines

Day 1: Strategic Leadership and Systems Thinking

- Difference between managerial and strategic leadership.
- Systems thinking and the McKinsey 7S framework.
- Organisational purpose, ambition, and strategic priorities.

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- Reading external environments and competitive context.
- Leading across functions and business units.
- Balancing short-term delivery with long-term capability.
- Exercise: diagnosing an organisation with 7S.

Day 2: Culture, Organisation Design, and Capability

- The Competing Values Framework and culture types.
- Culture web analysis: stories, rituals, symbols, and controls.
- Organisation design, spans of control, and decision rights.
- Building agile and cross-functional operating models.
- Psychological safety and high-performance culture.
- Talent pipelines, succession, and leadership bench strength.
- Workshop: mapping culture enablers and blockers.

Day 3: Executive Influence and Board Communication

- Executive presence and credibility at senior level.
- The Minto Pyramid Principle for board papers and briefings.
- Storytelling with data and evidence.
- Power-interest stakeholder mapping at enterprise level.
- Managing difficult conversations with peers and boards.
- Governance awareness and accountability expectations.
- Role-play: presenting to a challenging board.

Day 4: Leading Enterprise Change and Transformation

- Kotter's eight-step model at enterprise scale.



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- ADKAR for individual transition and change readiness.
- Managing resistance, politics, and change fatigue.
- Building change coalitions and sponsorship.
- Programme governance and benefit realisation.
- Ethical decision-making and stakeholder impact.
- Simulation: leading an enterprise transformation.

Day 5: Executive Judgement and Leadership Legacy

- Decision-making under uncertainty and incomplete data.
- Cognitive bias awareness in executive decisions.
- Executive resilience, wellbeing, and sustainable performance.
- Coaching senior leaders with the GROW model.
- Building a leadership legacy and successor development.
- Designing a personal executive development plan.
- Capstone project: presenting an executive leadership portfolio.

Conclusion

By successfully completing Professional Certificate in Leadership Masterclass, participants will have acquired practical knowledge of strategic leadership, organisation design, executive influence, enterprise change, and governance-aware decision-making. They will understand how to shape culture, build leadership bench strength, and communicate credibly at board level. In addition, they will gain an executive development plan and an applied portfolio. Gentex Training Center builds this programme around senior-level practice, so delegates return ready to lead enterprises with judgement and integrity.





FAQs

Q1 What is the "Professional Certificate in Leadership Masterclass" course about?

It is an advanced leadership programme for leaders already managing teams and organisations. Participants work on strategic leadership, organisation design, culture, executive influence, and enterprise change. The course focuses on senior judgement, governance awareness, and board-level communication.

Q2 What are the key benefits of the "Professional Certificate in Leadership Masterclass" course?

It sharpens strategic judgement and executive credibility, supporting progression into senior roles. Participants gain organisation design, culture change, and board communication capability, plus structured senior coaching skills. Organisations benefit from stronger leadership bench strength and more disciplined enterprise transformation.

Q3 What skills will I gain from the "Professional Certificate in Leadership Masterclass" course?

Participants gain strategic leadership and systems thinking, culture and organisation design, executive influence and board communication, and enterprise change leadership and governance judgement.



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

The course covers the McKinsey 7S framework, systems thinking, Goleman's six leadership styles, the Competing Values Framework, culture web analysis, spans of control and decision rights design, the Minto Pyramid Principle, power-interest stakeholder mapping, Kotter's eight-step model, the ADKAR framework, programme governance and benefit realisation, the GROW coaching model, and ethical decision-making frameworks.

Q5 How is the "Professional Certificate in Leadership Masterclass" course applied in real-world practice?

Leaders apply it by diagnosing organisational alignment, redesigning structures and decision rights, and shaping culture through visible behaviours. They also write structured board papers, lead transformation programmes with clear governance, coach senior colleagues, and manage difficult stakeholder conversations with confidence.