

STRATEGIC ORGANISATIONAL LEADERSHIP



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TRAINING CENTER



Introduction

Strategic Organisational Leadership Training Course prepares leaders to shape an entire organization rather than a single team. Participants learn how to align structure, culture, and capability behind a clear direction. The program combines organizational design, culture leadership, and change practice in one integrated approach. As a result, learners gain the ability to build institutions that perform without depending on any one person. Furthermore, the course strengthens governance, executive alignment, and the leadership judgement that keeps an organization coherent as it grows.

Strategic Organisational Leadership Course Objectives

- Set organizational direction using SWOT, PESTLE, and stakeholder analysis.
- Apply organizational design principles to structure, spans, and layers.
- Use the McKinsey 7S framework to align strategy, structure, systems, and culture.
- Assess organizational culture with the Competing Values Framework and culture audits.
- Lead culture change using Kotter's eight steps and the ADKAR model.
- Apply the Viable System Model (Stafford Beer) concepts to governance design.
- Build leadership capability with competency frameworks and succession planning.
- Govern with clear decision rights, RACI structures, and accountability.
- Apply the EFQM excellence model to organizational performance maturity.
- Measure organizational health with engagement surveys and performance KPIs.

Course Methodology

- Interactive sessions built on real organizational leadership cases.
- Workshops on organizational design, culture diagnosis, and governance models.
- Group work on 7S alignment, decision rights, and succession plans.
- Hands-on practice with culture audits, engagement analysis, and KPI sets.

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- Simulation of restructuring and culture change with resistance.
- Facilitator coaching and peer review on organizational leadership plans.

Who Should Take This Course

- Executives, managing directors, and general managers.
- Senior directors leading functions or business units.
- Organizational development and change leaders.
- HR directors and talent management specialists.
- Strategy and transformation professionals.
- Consultants advising on organizational design and culture.

Strategic Organisational Leadership Course Outlines

Day 1: Organizational Direction and Strategic Alignment

- What distinguishes organizational leadership from team leadership.
- Setting vision, mission, and strategic direction at enterprise level.
- Environment analysis with SWOT and PESTLE.
- Stakeholder analysis across internal and external groups.
- The McKinsey 7S framework: strategy, structure, systems, shared values, style, staff, skills.
- Diagnosing misalignment between strategy and organization.
- Case study: an organization misaligned with its strategy.

Day 2: Organizational Design and Governance

- Organizational design principles: structure, spans, and layers.



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- Functional, divisional, matrix, and network structures.
- Centralization versus decentralization and decision rights.
- RACI structures and accountability clarity.
- The Viable System Model (Stafford Beer) for governance design.
- Operating model design and shared services.
- Workshop: designing an organizational structure for a strategy.

Day 3: Culture, Values, and Organizational Health

- What organizational culture is and how it drives performance.
- Culture diagnosis with the Competing Values Framework.
- Culture audits, focus groups, and survey design.
- Values, behaviours, and the gap between stated and lived culture.
- Psychological safety, trust, and team dynamics at scale.
- Employee engagement measurement and interpretation.
- Exercise: diagnosing culture in an organization under change.

Day 4: Leading Change and Building Capability

- Change models: Kotter's eight steps, ADKAR, and Lewin's model.
- Designing change programs with stage-gate governance.
- Managing resistance, communication, and stakeholder alignment.
- Competency frameworks and capability development.
- Succession planning and leadership pipeline building.
- Talent retention and knowledge management.
- Simulation: leading a restructuring through resistance.





Day 5: Performance, Excellence, and Organizational Leadership

- The EFQM excellence model and performance maturity.
- Organizational health metrics and engagement indicators.
- Governance of performance with clear decision rights.
- Building a learning organization and continuous improvement.
- Leading through crisis and reputational pressure.
- Personal leadership presence and legacy planning.
- Capstone: presenting an organizational leadership and alignment plan.

Conclusion

By successfully completing Strategic Organisational Leadership, participants will gain a practical command of organizational design, culture leadership, and change at enterprise scale. They will acquire skills in alignment diagnosis, governance design, capability building, and organizational performance measurement. Gentex Training Center designs the program to help leaders build organizations that perform consistently, adapt readily, and outlast any single leader.

FAQs



Q1 What is the "Strategic Organisational Leadership" course about?

It covers how to lead an entire organization rather than a single team aligning structure, culture, and capability behind a clear direction. The course spans organizational design, governance, culture diagnosis, change leadership, capability building, and organizational performance measurement.

Q2 What are the key benefits of the "Strategic Organisational Leadership" course?

You gain the ability to build institutions that perform without depending on one person. The course improves strategy-organization alignment, strengthens governance and decision clarity, raises engagement and culture quality, and helps you lead restructuring that people support rather than resist.

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

You will develop four core skills: organizational direction setting and alignment diagnosis, organizational design and governance, culture diagnosis and change leadership, and capability building with organizational performance measurement.



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

The course covers SWOT, PESTLE, stakeholder analysis, the McKinsey 7S framework, organizational design principles, RACI and decision rights, the Viable System Model (Stafford Beer), the Competing Values Framework, culture audits, Kotter's eight steps, the ADKAR model, Lewin's change model, competency frameworks, succession planning, the EFQM excellence model, and engagement surveys with performance KPIs.

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

Participants apply it to real work such as redesigning a divisional structure, diagnosing culture before a merger, building a succession plan for critical roles, and running an organizational health review. The same methods support restructuring decisions and enterprise change programs.