STRATEGIC PLANNING AND EXECUTION FOR LEADERS



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Introduction

Strategic Planning and Execution for Leaders examines how senior leaders set direction and then make delivery happen through people. This Training Course covers strategic analysis, choice, execution architecture, and leadership behaviours that sustain momentum. Participants study PESTLE, Porter's five forces, SWOT and TOWS, the Balanced Scorecard, OKRs, the 4 Disciplines of Execution, Kotter's change model, and Situational Leadership. Furthermore, the programme connects direction to results through strategy labs, leadership simulations, and execution review practice. As a result, delegates leave able to lead a strategy that people understand, own, and deliver.

Strategic Planning and Execution for Leaders Course Objectives

- Define strategic leadership and its difference from operational management.
- Scan the environment using PESTLE, five forces, and scenarios.
- Assess internal capability with SWOT, TOWS, and VRIO review.
- Formulate strategy and make defensible strategic choices.
- Build strategy maps, Balanced Scorecards, OKRs, and KPIs.
- Align organisational structure, resources, and accountability.
- Communicate direction so teams commit to it.
- Lead change using Kotter and ADKAR methods.
- Coach managers and remove execution blockers.
- Govern execution through review cadence and correction.

Course Methodology

- Interactive workshops using real strategy and leadership files.

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- Environmental and competitive analysis labs.
- Strategy map, Balanced Scorecard, and OKR design exercises.
- Leadership simulation with timed decision rounds.
- Change leadership and influence practice workshops.
- Action planning that converts each session into a workplace commitment.

Who Should Take This Course

- Executives and senior business leaders.
- Department heads and general managers.
- Strategy directors and planning leaders.
- Programme and transformation leaders.
- Senior project and portfolio managers.
- High-potential managers preparing for senior roles.
- Board members overseeing strategy delivery.

Strategic Planning and Execution for Leaders Course Outlines

Day 1: Strategic Leadership Foundations

- Defining strategic leadership versus operational management.
- Levels of strategy and the leader's role at each.
- Vision, mission, values, and strategic intent.
- Stakeholder mapping and mandate definition.
- Governance of planning and review cycles.
- Ethics, accountability, and leadership credibility.

- Building the strategic leadership agenda.

Day 2: Analysis and Strategic Choice

- PESTLE and macro-environment scanning.
- Porter's five forces and industry structure.
- Scenario planning and uncertainty handling.
- SWOT, TOWS, and VRIO capability assessment.
- Strategic option generation and evaluation.
- Investment appraisal: payback, NPV, and IRR.
- Making and documenting strategic choices.

Day 3: Execution Architecture and Alignment

- Strategy maps and cause-and-effect logic.
- Balanced Scorecard perspectives and measure design.
- OKR design and cascade discipline.
- Organisation design and structure alignment.
- Resource, budget, and talent alignment.
- Accountability, ownership, and escalation routes.
- Building the execution governance model.

Day 4: Leading Change and Influencing People

- Kotter's eight-step change model.
- ADKAR and individual change readiness.
- Stakeholder influence and coalition building.
- Communicating strategy to different audiences.

- Leading through resistance and fatigue.
- Coaching, feedback, and delegation practice.
- Ethical leadership and psychological safety.

Day 5: Review, Correction, and Delivery Discipline

- Performance dashboards and leading indicators.
- The 4 Disciplines of Execution applied to priorities.
- Review cadence and progress dialogue design.
- Root cause analysis for execution blockers.
- Course correction and re-prioritisation decisions.
- Benefits realisation and board reporting.
- Personal leadership action plan.

Conclusion

By successfully completing Strategic Planning and Execution for Leaders, participants will have acquired a practical command of strategic analysis, choice, execution architecture, and change leadership. They will know how to set direction from evidence, translate it into measures and initiatives, align structure and resources behind it, and lead people through change without losing momentum. In addition, the course prepares delegates to govern delivery through review routines and honest correction. As a result, they return to work ready to plan and execute strategy as leaders. Gentex Training Center delivers this Training Course with a practical, standards-based approach.

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FAQs for the Strategic Planning and Execution for Leaders course

Q1 What is the "Strategic Planning and Execution for Leaders" course about?

It is a five-day programme that develops the leader's role in setting strategy and delivering it. It covers environmental and competitive analysis, strategy formulation, strategy maps, Balanced Scorecard, OKRs and KPIs, execution governance, change leadership with Kotter and ADKAR, and performance review.

Q2 What are the key benefits of the "Strategic Planning and Execution for Leaders" course?

Participants gain the ability to set direction that rests on evidence, align structure, budgets, and people behind priorities, and lead change so that commitment holds. They also learn to run review routines that surface blockers early and to make honest course corrections before results slip.

Q3 What skills will I gain from the "Strategic Planning and Execution for Leaders" course?

Strategic analysis with PESTLE, five forces, scenarios, and VRIO, strategy formulation with option evaluation, investment appraisal, and documented choices, execution architecture with strategy maps, Balanced Scorecard, OKRs, and KPI design, and change leadership with Kotter, ADKAR, influence, coaching, and feedback practice.

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Q4 What tools, methods, or standards are covered in the "Strategic Planning and Execution for Leaders" course?

The course covers strategy levels including corporate, business and functional, vision, mission and value statement drafting, stakeholder mapping and mandate definition, planning and review cycle governance, PESTLE environmental scanning, Porter's five forces analysis, scenario planning and uncertainty handling, SWOT, TOWS and VRIO capability assessment, strategic option generation and evaluation criteria, payback, NPV and IRR investment appraisal, strategy maps and cause-and-effect logic, Balanced Scorecard perspectives and measure design, OKR design and cascade discipline, organisation design and structure alignment, resource, budget and talent alignment, accountability, ownership and escalation route design, the Kotter eight-step change model, the ADKAR change readiness model, stakeholder influence and coalition building, multi-audience communication practice, resistance and change fatigue handling, coaching, feedback and delegation practice, ethical leadership and psychological safety principles, performance dashboard and leading indicator design, the 4 Disciplines of Execution framework, review cadence and progress dialogue design, root cause analysis for execution blockers, course correction and re-prioritisation methods, and benefits realisation and board reporting practice.

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Q5 How is the "Strategic Planning and Execution for Leaders" course applied in real-world practice?

Delegates apply it through strategic plans, environmental and competitor analyses, scenario sets, option appraisals, strategy maps, Balanced Scorecards, OKR sets, KPI dashboards, organisation design proposals, resource and budget alignment papers, accountability matrices, change and communication plans, stakeholder engagement maps, coaching conversations, review agendas, course correction papers, benefits realisation reports, and board papers. They also use it to chair strategic reviews and to lead transformation programmes.