

THE BOSTON ADVANCED LEADERSHIP PROGRAMME



GENTEX[®]
TRAINING CENTER



Introduction

The Boston Advanced Leadership Programme Training Course develops leaders who can hold a clear direction while navigating ambiguity, resistance, and competing priorities. Participants examine their own leadership pattern, sharpen their strategic judgement, and build the influence needed to move an organization. The programme combines strategy, decision-making, and people leadership in an intensive format. As a result, learners gain an integrated leadership method rather than isolated techniques. Furthermore, the course strengthens executive presence, ethical reasoning, and the capability to build leaders beneath them.

The Boston Advanced Leadership Programme Course Objectives

- Define a personal leadership purpose and connect it to organizational direction.
- Apply systems thinking to see long-term consequences of leadership decisions.
- Analyse strategic context using SWOT, PESTLE, and Porter's Five Forces.
- Make high-stakes decisions using decision trees and multi-criteria decision analysis.
- Counter cognitive biases including anchoring, confirmation bias, and escalation of commitment.
- Apply change leadership with Kotter's eight steps and the ADKAR model.
- Build influence and alignment using stakeholder mapping and power-interest grids.
- Coach and develop leaders using the GROW model and succession practice.
- Build high-performing teams with psychological safety and trust (Trust Equation).
- Set leadership KPIs and engagement indicators with baselines and targets.

Course Methodology

- Executive case discussions on strategy, decisions, and leadership dilemmas.

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- Workshops on strategic analysis, decision analysis, and change design.
- Group work on stakeholder plans, succession, and team development.
- Hands-on practice with decision matrices, pre-mortems, and coaching.
- Simulation of executive reviews, crisis leadership, and resistance handling.
- Executive coaching and peer feedback on personal leadership plans.

Who Should Take This Course

- Senior managers, directors, and business unit leaders.
- Executives preparing for enterprise-level responsibility.
- Experienced leaders seeking a structured leadership refresh.
- Transformation and programme leaders managing complexity.
- Senior functional leaders with cross-organizational influence.
- High-potential leaders identified for advanced roles.

The Boston Advanced Leadership Programme Course Outlines

Day 1: Leadership Purpose and Self-Awareness

- What advanced leadership demands beyond seniority.
- Personal leadership purpose, values, and long-term intent.
- The Johari Window and widening self-awareness.
- Emotional intelligence including Goleman's framework in practice.
- Leadership strengths, blind spots, and personal triggers.
- Ethics, stewardship, and leading beyond your tenure.
- Case discussion: a leader undone by an unexamined pattern.





Day 2: Strategic Judgement and Decision Quality

- Strategic context: SWOT, PESTLE, and Porter's Five Forces.
- Framing decisions and separating root cause from symptom.
- Decision trees and multi-criteria decision analysis.
- Countering anchoring, confirmation bias, and escalation of commitment.
- Pre-mortem analysis, red teaming, and devil's advocacy.
- Deciding under uncertainty with scenario planning.
- Workshop: appraising three high-stakes strategic options.

Day 3: Leading Change and Building Alignment

- Kotter's eight steps and the ADKAR model in practice.
- Diagnosing readiness and stakeholder impact.
- Stakeholder mapping with power-interest grids.
- Communication strategy and message discipline at scale.
- Managing resistance, cynicism, and change fatigue.
- Governance of change with stage-gate oversight.
- Simulation: leading an organization through contested change.

Day 4: Building Leaders, Teams, and Capability

- Coaching conversations with the GROW model.
- The Trust Equation and building credible leadership presence.
- Psychological safety and high-performing team conditions.
- Delegation and empowerment with clear decision rights.
- Succession planning and leadership pipeline development.

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- Talent development and institutional capability building.
- Exercise: designing a leadership development plan for a team.

Day 5: Executive Presence, Resilience, and Leadership Legacy

- Executive presence, communication, and persuasion.
- Influencing boards, investors, and senior stakeholders.
- Crisis leadership and decision-making under pressure.
- Personal resilience, wellbeing, and sustainable leadership.
- Leadership KPIs and engagement indicators with baselines and targets.
- Building a personal leadership legacy and development plan.
- Capstone: presenting an advanced leadership plan.

Conclusion

By successfully completing The Boston Advanced Leadership Programme, participants will gain an integrated command of strategic judgement, change leadership, and capability building. They will acquire skills in decision quality, influence, coaching, and sustainable leadership practice that hold up under pressure. Gentex Training Center designs the programme to help leaders set direction, build the leaders around them, and leave lasting capability behind.

FAQs





Q1 What is the "The Boston Advanced Leadership Programme" course about?

It develops leaders who can hold a clear direction while navigating ambiguity and resistance. The programme spans leadership purpose and self-awareness, strategic judgement and decision quality, change leadership and alignment, capability building, and executive presence and resilience.

Q2 What are the key benefits of the "The Boston Advanced Leadership Programme" course?

You gain an integrated leadership method rather than isolated techniques. The programme sharpens strategic and ethical judgement, improves decision quality under pressure, strengthens influence across the organization, and builds the capability to develop leaders beneath you.

Q3 What skills will I gain from the "The Boston Advanced Leadership Programme" course?

You will develop four core skills: leadership self-awareness and purpose articulation, strategic judgement and decision quality, change leadership with stakeholder alignment, and capability building with executive presence and resilience.



Q4 What tools, methods, or standards are covered in the "The Boston Advanced Leadership Programme" course?

The programme covers the Johari Window, Goleman's emotional intelligence framework, SWOT, PESTLE, Porter's Five Forces, decision trees, multi-criteria decision analysis, pre-mortem analysis, red teaming, devil's advocacy, scenario planning, Kotter's eight steps, the ADKAR model, power-interest grids, stage-gate governance, the GROW coaching model, the Trust Equation, succession planning, psychological safety practices, and leadership KPIs and engagement indicators.

Q5 How is the "The Boston Advanced Leadership Programme" course applied in real-world practice?

Participants apply it to real work such as leading a contested transformation, making a high-stakes strategic decision, building a succession plan for critical roles, and preparing a board presentation. The same methods support crisis leadership and organizational capability reviews.