

THE OXFORD EXECUTIVE DEVELOPMENT MASTERCLASS



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Introduction

Executive development at the highest level is less about new tools and more about sharper thinking. Leaders at this stage need frameworks for judgement, strategy, and influence that hold up under real complexity. This The Oxford Executive Development Masterclass Training Course draws on established management scholarship and executive practice to build that capability. Furthermore, it covers strategic thinking, financial stewardship, organizational leadership, negotiation, and personal effectiveness. Participants also examine the ethical and human dimensions of executive decisions. As a result, they leave with a more disciplined mind and a clearer sense of the leader they intend to be.

The Oxford Executive Development Masterclass Course Objectives

- Think strategically about industry structure and competitive dynamics.
- Apply scenario planning and strategic foresight to long-horizon decisions.
- Interpret financial performance and steward capital responsibly.
- Evaluate strategic options with NPV, ROI, and risk-adjusted criteria.
- Lead organizational change with Kotter's eight-step model and ADKAR.
- Build executive influence using interest-based negotiation methods.
- Apply systems thinking to complex organizational problems.
- Manage ethical dilemmas with structured decision frameworks.
- Build executive presence and communicate with authority.
- Design personal leadership development with reflective practice.

Course Methodology

- Executive seminars with Socratic discussion and case debate.

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- Guided analysis of strategy, finance, and ethics cases.
- Negotiation and influence simulations with structured debriefs.
- Reflective practice through journals and peer dialogue.
- Case studies from global corporations and public institutions.
- Action planning that links each framework to the participant's own mandate.

Who Should Take This Course

- Chief executives, managing directors, and general managers.
- C-suite officers with enterprise-wide responsibility.
- Senior vice presidents and executive committee members.
- Board members and non-executive directors.
- Senior public sector executives leading reform programmes.
- High-potential leaders preparing for executive appointment.

The Oxford Executive Development Masterclass Course Outlines

Day 1: Strategic Thinking and Foresight

- Analysing industry structure with Porter's Five Forces.
- Applying PESTLE and scenario planning to long horizons.
- Distinguishing strategic from operational thinking.
- Assessing competitive advantage with value chain analysis.
- Building strategic options with clear trade-offs.
- Anticipating second-order consequences of decisions.
- Reviewing a strategic thinking case.





Day 2: Financial Stewardship and Value Creation

- Reading financial statements for executive decisions.
- Applying ratio analysis and DuPont decomposition.
- Evaluating options with NPV, IRR, and risk-adjusted returns.
- Understanding capital structure and cost of capital.
- Balancing stakeholder and shareholder value.
- Assessing investment governance and accountability.
- Reviewing a capital allocation case.

Day 3: Organizational Leadership and Systems Thinking

- Applying systems thinking to organizational problems.
- Diagnosing culture, structure, and incentives together.
- Leading change with Kotter's eight-step model.
- Applying ADKAR for individual transition support.
- Building high-performing executive teams.
- Managing complexity without losing clarity.
- Reviewing an organizational change case.

Day 4: Influence, Negotiation, and Ethics

- Applying interest-based negotiation and BATNA analysis.
- Building coalitions and influencing without authority.
- Communicating with the pyramid principle.
- Managing stakeholder expectations and difficult conversations.

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- Applying ethical decision frameworks to dilemmas.
- Handling conflicts of interest and governance pressure.
- Practicing executive negotiation in role-play.

Day 5: Executive Presence and Personal Development

- Building executive presence and communication style.
- Managing energy, judgement, and decision fatigue.
- Applying reflective practice to leadership behaviour.
- Seeking and using candid feedback effectively.
- Planning development with clear milestones.
- Building a peer network for long-term support.
- Preparing a 90-day executive development plan.

Conclusion

By successfully completing The Oxford Executive Development Masterclass, participants will gain the knowledge to think strategically under uncertainty, steward capital responsibly, and lead organizations through complexity with ethical clarity. They will acquire skills in strategic foresight, financial stewardship, systems leadership, and negotiation and influence that strengthen judgement at the highest level. Gentex Training Center builds this course around executive seminars and reflective practice, so learners return ready to lead with greater depth and discipline.

FAQs





Q1 What is "The Oxford Executive Development Masterclass" course about?

It is a senior development programme focused on executive judgement and thinking. The course covers strategic foresight, financial stewardship, systems thinking, organizational change leadership, negotiation and influence, ethical decision-making, and personal leadership development.

Q2 What are the key benefits of "The Oxford Executive Development Masterclass" course?

Participants sharpen strategic judgement in uncertain conditions, reason more confidently about financial and capital decisions, and lead change with a proven structure. They also negotiate more effectively, handle ethical dilemmas with clearer frameworks, and develop a personal leadership plan grounded in candid feedback.

Q3 What skills will I gain from "The Oxford Executive Development Masterclass" course?

You will gain strategic thinking and foresight, financial stewardship and value creation, systems leadership and change management, and negotiation, influence and ethical judgement. These four skills work together to strengthen executive performance across the full scope of senior responsibility.



Q4 What tools, methods, or standards are covered in "The Oxford Executive Development Masterclass" course?

The course covers Porter's Five Forces, PESTLE, scenario planning, value chain analysis, financial ratio analysis, DuPont decomposition, NPV, IRR and risk-adjusted return appraisal, capital structure and cost of capital analysis, systems thinking models, Kotter's eight-step model, the ADKAR framework, interest-based negotiation and BATNA analysis, the pyramid principle, and ethical decision frameworks.

Q5 How is "The Oxford Executive Development Masterclass" course applied in real-world practice?

Executives apply the frameworks to their own mandates through strategy, capital allocation, and change case reviews. They also practise negotiation and influence through simulation and role-play, and complete a 90-day executive development plan built on reflective practice and peer feedback.