

THE OXFORD NEXT-LEVEL LEADERSHIP MASTERCLASS



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TRAINING CENTER



Introduction

The Oxford Next-Level Leadership Masterclass Training Course prepares established leaders to lift their impact to a higher level rather than adding more techniques. Participants examine the beliefs and habits that cap their effectiveness, then rebuild their practice around influence, decision quality, and developing others. The programme combines senior-level discussion with demanding live practice. As a result, learners gain a clear view of what has been limiting them and what to do next. Furthermore, the course strengthens executive presence, strategic judgement, and the resilience to lead at scale.

The Oxford Next-Level Leadership Masterclass Course Objectives

- Identify the habits and beliefs that limit leadership effectiveness.
- Define a next-level leadership purpose and measurable leadership goals.
- Apply situational leadership (Hersey-Blanchard) and adapt style deliberately.
- Build influence at senior level using the Trust Equation and power-interest grids.
- Make higher-quality decisions using decision matrices and multi-criteria decision analysis.
- Use the Cynefin framework to match approach to problem complexity.
- Communicate with impact using the pyramid principle (Minto) and storytelling.
- Develop others through the GROW model, SBI feedback, and sponsorship.
- Shape culture and psychological safety (Edmondson) across a function.
- Lead transformation with Kotter's eight steps and the ADKAR model.

Course Methodology

- Senior-level masterclass discussions on live leadership challenges.
- Workshops on influence, decision quality, culture, and talent development.

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- Group exercises on difficult conversations and transformation design.
- Hands-on practice with decision matrices, the Cynefin framework, and GROW.
- Simulation of a senior leadership decision and a culture intervention.
- Executive coaching and peer review on next-level leadership plans.

Who Should Take This Course

- Directors, senior managers, and heads of function.
- Leaders who already manage managers.
- High-potential leaders preparing for enterprise responsibility.
- Transformation and culture change leads.
- Experienced leaders seeking a deliberate step up.
- Consultants advising on leadership effectiveness.

The Oxford Next-Level Leadership Masterclass Course Outlines

Day 1: What Holds Leaders Back

- The habits and beliefs that cap leadership effectiveness.
- Leadership identity and how it must change with scope.
- Strengths that become weaknesses at larger scale.
- The Johari Window and widening self-awareness.
- Emotional intelligence (Goleman) and managing personal triggers.
- Defining next-level leadership purpose and measurable goals.
- Case discussion: a respected leader who plateaued.





Day 2: Influence and Executive Presence at Scale

- The Trust Equation: credibility, reliability, intimacy, and self-orientation.
- Stakeholder mapping with power-interest grids at senior level.
- Communication with impact using the pyramid principle (Minto).
- Storytelling, framing, and message discipline.
- Handling challenge, scrutiny, and adversarial questions.
- Managing upwards, sideways, and with the board.
- Workshop: building influence for a next-level objective.

Day 3: Decision Quality at Senior Level

- Decision-making under uncertainty with decision matrices.
- Multi-criteria decision analysis for competing priorities.
- The Cynefin framework: simple, complicated, complex, and chaotic.
- Countering cognitive biases, groupthink, and escalation of commitment.
- Pre-mortems, red teaming, and devil's advocacy.
- Ethics, risk, and consequence thinking in senior decisions.
- Simulation: a high-stakes decision under uncertainty.

Day 4: Developing Leaders and Shaping Culture

- Psychological safety (Edmondson) and high-performing conditions.
- Coaching with the GROW model at senior level.
- Feedback and challenge using the SBI (Situation-Behaviour-Impact) model.
- Delegation, empowerment, and decision rights with RACI.
- Sponsorship, succession, and building the leadership pipeline.

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- Reading culture, setting norms, and modelling standards.
- Exercise: designing a culture intervention for a function.

Day 5: Leading Transformation and Next-Level Practice

- Leading transformation with Kotter's eight steps and the ADKAR model.
- Mobilising stakeholders through contested change.
- Sustaining momentum, personal resilience, and sustainable pace.
- Ethics, integrity, and consistency under scrutiny.
- Building a leadership network and support system.
- Next-level leadership development planning.
- Capstone: presenting a next-level leadership plan.

Conclusion

By successfully completing The Oxford Next-Level Leadership Masterclass, participants will gain a practical command of self-awareness, senior-level influence, decision quality, talent development, and culture shaping. They will acquire skills in executive presence, structured decision-making, coaching and sponsorship, and transformation leadership. Gentex Training Center designs the programme to help established leaders step up deliberately.

FAQs





Q1 What is the "The Oxford Next-Level Leadership Masterclass" course about?

It prepares established leaders to lift their impact to a higher level rather than adding more techniques. The course spans the habits that hold leaders back, influence and executive presence, decision quality at senior level, developing leaders and shaping culture, and leading transformation.

Q2 What are the key benefits of the "The Oxford Next-Level Leadership Masterclass" course?

You gain a clear view of what has been limiting you and what to do next. The course sharpens senior influence and presence, improves decision quality under pressure, strengthens culture and talent practice, and helps you lead transformation without losing the people who deliver it.

Q3 What skills will I gain from the "The Oxford Next-Level Leadership Masterclass" course?

You will develop four core skills: leadership self-awareness and next-level purpose, senior-level influence and executive presence, high-stakes decision quality, and talent development with culture shaping and transformation leadership.



Q4 What tools, methods, or standards are covered in the "The Oxford Next-Level Leadership Masterclass" course?

The course covers the Johari Window, Goleman's emotional intelligence framework, the Trust Equation, power-interest grids, the pyramid principle (Minto), storytelling and framing techniques, decision matrices and multi-criteria decision analysis, the Cynefin framework, pre-mortem analysis, red teaming, devil's advocacy, Edmondson's psychological safety framework, the GROW coaching model, the SBI (Situation-Behaviour-Impact) feedback model, RACI, sponsorship and succession practice, Kotter's eight steps, and the ADKAR model.

Q5 How is the "The Oxford Next-Level Leadership Masterclass" course applied in real-world practice?

Participants apply it to real work such as raising their influence with senior stakeholders, making a high-stakes decision under uncertainty, designing a culture intervention for a function, and leading a transformation with visible accountability. The same methods support succession reviews and executive coaching.