

THE SENIOR LEVEL LEADERSHIP PROGRAM



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TRAINING CENTER



Introduction

The Senior Level Leadership Program Training Course prepares senior leaders to operate where strategy, influence, and organizational capability meet. Participants work through strategic judgement, enterprise decision-making, stakeholder leadership, and developing the leaders beneath them. The programme connects corporate direction with the practical leadership behaviours that make it real. As a result, learners gain an integrated senior leadership method rather than a set of techniques. Furthermore, the course strengthens executive presence, ethical reasoning, and the resilience required to lead at enterprise scale.

The Senior Level Leadership Program Course Objectives

- Define the senior leader's role and the shift from functional to enterprise thinking.
- Analyse strategic context using PESTLE, Porter's Five Forces, and scenario planning.
- Assess organizational capability with the VRIO framework and value chain analysis.
- Set enterprise objectives with the Balanced Scorecard and OKRs.
- Make high-stakes decisions using decision matrices and multi-criteria decision analysis.
- Apply the Cynefin framework to match response to problem complexity.
- Build influence with senior stakeholders using the Trust Equation and power-interest grids.
- Apply situational leadership (Hersey-Blanchard) to develop senior talent.
- Lead enterprise change with Kotter's eight steps and the ADKAR model.
- Manage risk, governance, and accountability at senior level.

Course Methodology

- Senior-level case discussions on strategy, decisions, and leadership dilemmas.
- Workshops on strategic analysis, objective setting, and influence planning.

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- Group work on enterprise risk, talent development, and change design.
- Hands-on practice with Balanced Scorecard, OKRs, decision matrices, and power-interest grids.
- Simulation of a contested enterprise decision and a leadership under pressure.
- Executive coaching and peer review on personal leadership plans.

Who Should Take This Course

- Senior managers, directors, and heads of function.
- Leaders managing other managers.
- High-potential leaders preparing for enterprise responsibility.
- Business unit, regional, and functional leaders.
- Transformation and programme leaders.
- Consultants advising on senior leadership development.

The Senior Level Leadership Program Course Outlines

Day 1: The Senior Leadership Mandate

- What changes when leadership reaches senior level.
- Functional thinking versus enterprise thinking.
- Corporate strategy, mission, vision, and measurable objectives.
- Stakeholder expectations: shareholders, regulators, employees, and society.
- Leadership identity, values, and executive credibility.
- The Johari Window and widening self-awareness.
- Case discussion: a senior leader who led a function and not an enterprise.





Day 2: Strategic Judgement and Context

- PESTLE and scenario planning for an uncertain environment.
- Industry structure with Porter's Five Forces.
- Resource-based view and the VRIO framework.
- Value chain analysis and corporate advantage.
- Portfolio thinking with the BCG and GE-McKinsey matrices.
- Turning context into enterprise priorities.
- Workshop: analysing a corporate context and setting priorities.

Day 3: Decision Quality Under Uncertainty

- Decision matrices and multi-criteria decision analysis.
- The Cynefin framework: simple, complicated, complex, and chaotic.
- Countering cognitive biases: anchoring, confirmation bias, escalation of commitment.
- Pre-mortem analysis, red teaming, and devil's advocacy.
- Ethics, risk, and consequence thinking in senior decisions.
- Setting enterprise objectives with the Balanced Scorecard and OKRs.
- Simulation: a high-stakes decision under uncertainty.

Day 4: Influence, Stakeholders, and Enterprise Change

- The Trust Equation and building credibility at senior level.
- Stakeholder mapping with power-interest grids.
- Communication and the pyramid principle (Minto).
- Negotiating resources and priorities with peers and boards.
- Leading change with Kotter's eight steps and the ADKAR model.

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- Managing resistance, cynicism, and change fatigue.
- Exercise: planning influence for an enterprise objective.

Day 5: Developing Leaders, Risk, and Senior Practice

- Situational leadership (Hersey-Blanchard) at senior level.
- Coaching with the GROW model and feedback with the SBI model.
- Sponsorship, succession, and leadership pipeline development.
- Enterprise risk registers and business continuity planning.
- Governance, accountability, and ethical judgement.
- Personal resilience and senior leadership development planning.
- Capstone: presenting a senior leadership plan.

Conclusion

By successfully completing The Senior Level Leadership Program, participants will gain an integrated command of strategic judgement, enterprise decision-making, stakeholder influence, and talent development. They will acquire skills in objective setting, risk and accountability management, change leadership, and building the leaders beneath them. Gentex Training Center designs the programme to help senior leaders set direction and deliver it.

FAQs





Q1 What is the "The Senior Level Leadership Program" course about?

It prepares senior leaders to operate where strategy, influence, and organizational capability meet. The course spans the senior leadership mandate, strategic judgement and context, decision quality under uncertainty, influence and enterprise change, and developing leaders with risk and accountability.

Q2 What are the key benefits of the "The Senior Level Leadership Program" course?

You gain an integrated senior leadership method rather than a set of techniques. The course sharpens strategic and enterprise judgement, improves high-stakes decisions, strengthens influence with peers and boards, and builds your ability to develop the leaders beneath you.

Q3 What skills will I gain from the "The Senior Level Leadership Program" course?

You will develop four core skills: strategic judgement and enterprise thinking, decision quality under uncertainty, senior stakeholder influence and change leadership, and talent development with risk and accountability.



Q4 What tools, methods, or standards are covered in the "The Senior Level Leadership Program" course?

The programme covers PESTLE, scenario planning, Porter's Five Forces, the VRIO framework, value chain analysis, the BCG and GE-McKinsey matrices, decision matrices and multi-criteria decision analysis, the Cynefin framework, pre-mortem analysis, red teaming, devil's advocacy, the Balanced Scorecard, OKRs, the Trust Equation, power-interest grids, the pyramid principle (Minto), Kotter's eight steps, the ADKAR model, situational leadership (Hersey-Blanchard), the GROW coaching model, the SBI (Situation-Behaviour-Impact) feedback model, risk registers, and business continuity planning.

Q5 How is the "The Senior Level Leadership Program" course applied in real-world practice?

Participants apply it to real work such as setting enterprise priorities from a complex context, making a high-stakes decision under uncertainty, negotiating resources with peers and the board, and leading an enterprise change programme. The same methods support succession reviews and business continuity planning.