THE STRATEGIC LEADER



GENTEX®

TRAINING CENTER

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com

Introduction

The Strategic Leader examines how leaders think beyond the current quarter and act on what matters years ahead. This Training Course covers strategic thinking, direction setting, execution leadership, and influence. Participants study the Cynefin framework, SWOT and TOWS, scenario planning, the Balanced Scorecard, OKRs, Kotter's change model, and Situational Leadership. Furthermore, the programme connects judgement to impact through thinking labs, leadership simulations, and strategy dialogue practice. As a result, delegates leave able to set direction, build commitment, and make decisions others trust under pressure.

The Strategic Leader Course Objectives

- Define strategic leadership and its difference from operational management.
- Apply systems thinking and the Cynefin framework to complexity.
- Scan the environment using PESTLE, SWOT, and scenario methods.
- Set vision, direction, and strategic priorities clearly.
- Translate strategy into strategic priorities and measurable goals.
- Align structure, resources, and accountability behind the strategy.
- Build commitment through narrative and dialogue.
- Lead change using Kotter and ADKAR methods.
- Coach and develop strategic capability in others.
- Govern performance with review, feedback, and correction.

Course Methodology

- Interactive workshops using real leadership and strategy files.
- Systems thinking and complexity labs.
- Strategy formulation and prioritisation exercises.

GENTEX® TRAINING CENTER

- Leadership simulation with timed decision rounds.
- Stakeholder influence and dialogue practice.
- 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 and transformation directors.
- Senior programme and portfolio leaders.
- High-potential managers preparing for executive roles.
- Functional heads with strategic responsibility.
- Board members overseeing strategy delivery.

The Strategic Leader 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.
- Systems thinking and the iceberg model.
- Cognitive bias and its effect on leadership judgement.
- Ethics, credibility, and leadership accountability.
- Building the personal leadership agenda.

Day 2: Making Sense of Complexity

- The Cynefin framework: simple, complicated, complex, chaotic.
- Sense-making in volatile and ambiguous conditions.
- PESTLE and macro-environment scanning.
- SWOT and TOWS for leadership decisions.
- Scenario planning and uncertainty handling.
- Weak signal detection and futures thinking.
- Documenting assumptions and open questions.

Day 3: Setting Direction and Making Choices

- Vision and strategic priority setting.
- Strategic option generation and evaluation.
- Investment appraisal: payback, NPV, and IRR.
- Trade-off decisions and opportunity cost.
- Building the strategic narrative for the organization.
- Communicating direction at every level.
- Documenting and defending strategic choices.

Day 4: Leading Execution and Aligning People

- Strategy maps and cause-and-effect logic.
- Balanced Scorecard, OKR, and KPI alignment.
- Structure, role, and decision-right alignment.
- Incentives, recognition, and accountability design.
- Kotter's change model and ADKAR readiness.
- Situational Leadership and delegation practice.
- Coaching, feedback, and talent development.

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com

Day 5: Influence, Governance, and Renewal

- Stakeholder influence and coalition building.
- Handling challenge, resistance, and fatigue.
- Governance, review cadence, and escalation.
- Performance dialogue and course correction.
- Leadership development and succession planning.
- Strategy renewal and organizational ambidexterity.
- Personal leadership action plan.

Conclusion

By successfully completing The Strategic Leader, participants will have acquired a practical command of strategic thinking, direction setting, execution leadership, and influence. They will know how to read complex situations, choose priorities with evidence, align people and resources behind them, and lead change so commitment holds. In addition, the course prepares delegates to coach others, govern performance, and renew direction as conditions shift. As a result, they return to work ready to lead strategically at every level. Gentex Training Center delivers this Training Course with a practical, standards-based approach.

FAQs for The Strategic Leader course

Q1 What is the "The Strategic Leader" course about?

It is a five-day programme that develops the leader's strategic judgement and delivery capability. It covers systems thinking, the Cynefin framework, environmental scanning, direction setting, option evaluation, strategy map and OKR alignment, change leadership with Kotter and ADKAR, influence, and performance governance.

GENTEX® TRAINING CENTER

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com

Q2 What are the key benefits of the "The Strategic Leader" course?

Participants gain the ability to read complex situations and act with confidence, set priorities on evidence rather than instinct, and align structure and incentives behind direction. They also learn to lead change so commitment holds, coach strategic capability in others, and correct course before results slip.

Q3 What skills will I gain from the "The Strategic Leader" course?

Strategic thinking with systems thinking, the Cynefin framework, and futures thinking, environmental and internal analysis with PESTLE, SWOT, TOWS, and scenario planning, direction setting and choice with option evaluation, investment appraisal, and strategic narrative, and execution leadership with strategy maps, Balanced Scorecard, OKR alignment, Kotter and ADKAR change methods, Situational Leadership, and performance governance.

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com

Q4 What tools, methods, or standards are covered in the "The Strategic Leader" course?

The course covers strategic versus operational leadership distinctions, corporate, business and functional strategy levels, vision, mission, values and strategic intent, systems thinking and the iceberg model, cognitive bias awareness in leadership judgement, ethics, credibility and leadership accountability, the Cynefin framework across simple, complicated, complex and chaotic domains, sense-making in volatile and ambiguous conditions, PESTLE environmental scanning, SWOT and TOWS for leadership decisions, scenario planning and uncertainty handling, weak signal detection and futures thinking, vision and strategic priority setting, strategic option generation and evaluation, payback, NPV and IRR investment appraisal, trade-off and opportunity cost analysis, strategic narrative construction, multi-level direction communication, strategy maps and cause-and-effect logic, Balanced Scorecard, OKR and KPI alignment, structure, role and decision-right alignment, incentive, recognition and accountability design, the Kotter change model, the ADKAR readiness model, Situational Leadership practice, delegation, coaching and feedback technique, talent development and succession planning, stakeholder influence and coalition building, challenge, resistance and fatigue handling, governance, review cadence and escalation design, performance dialogue and course correction, and strategy renewal and organizational ambidexterity.

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com

Q5 How is the "The Strategic Leader" course applied in real-world practice?

Delegates apply it through direction statements, strategic priority sets, PESTLE scans, SWOT and TOWS matrices, scenario sets, option appraisals, investment models, strategic narratives, communication plans, strategy maps, Balanced Scorecards, OKR sets, KPI dashboards, structure and decision-right proposals, incentive alignment papers, change and communication plans, stakeholder engagement maps, delegation frameworks, coaching plans, review agendas, course correction notes, succession plans, and renewal papers. They also use it to lead strategy sessions and to chair performance reviews.