

THE STRATEGY AND HIGH IMPACT LEADERSHIP PROGRAMME



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TRAINING CENTER



Introduction

The Strategy and High Impact Leadership Programme Training Course prepares leaders to combine strategic clarity with the personal impact that moves an organization. Participants work through strategy formulation, decision quality, influence, and execution discipline as one connected leadership practice. The programme addresses the gap between a good plan and the leadership needed to deliver it. As a result, learners gain a method for creating measurable impact rather than activity. Furthermore, the course strengthens executive presence, stakeholder credibility, and the resilience required to sustain high performance under pressure.

The Strategy and High Impact Leadership Programme Course Objectives

- Formulate strategic intent and translate it into measurable objectives.
- Analyse the external environment using PESTLE, Porter's Five Forces, and scenario planning.
- Assess internal capability with the VRIO framework and value chain analysis.
- Choose strategic direction using SWOT and portfolio tools such as the BCG matrix.
- Make high-stakes decisions using decision matrices and multi-criteria decision analysis.
- Set and cascade objectives with the Balanced Scorecard and OKRs.
- Build high-impact influence using the Trust Equation and power-interest grids.
- Communicate with impact using the pyramid principle (Minto) and storytelling.
- Develop teams using the GROW model, SBI feedback, and situational leadership.
- Lead execution and change with Kotter's eight steps and the ADKAR model.

Course Methodology

- Interactive sessions built on strategy and high-impact leadership cases.

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- Workshops on strategic analysis, decision quality, and influence planning.
- Group work on objective cascade, stakeholder plans, and execution design.
- Hands-on practice with Balanced Scorecard, OKRs, decision matrices, and power-interest grids.
- Simulation of a contested strategic decision and a leadership under pressure.
- Executive coaching and peer review on personal impact plans.

Who Should Take This Course

- Senior managers, directors, and heads of function.
- Leaders accountable for strategic results.
- Strategy, planning, and performance professionals.
- Transformation and programme leaders.
- High-potential leaders preparing for broader responsibility.
- Consultants advising on strategy and leadership development.

The Strategy and High Impact Leadership Programme Course Outlines

Day 1: Strategic Foundations and Leadership Impact

- What strategy is and what it is not.
- Strategic intent, mission, vision, and measurable objectives.
- Levels of strategy: corporate, business, and functional.
- Deliberate versus emergent strategy (Mintzberg).
- What high impact means and how it is measured.
- Personal purpose, values, and leadership credibility.



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- Case discussion: a sound strategy with no leadership behind it.

Day 2: Strategic Analysis and Choice

- 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 competitive positioning.
- Portfolio choices with the BCG and GE-McKinsey matrices.
- Generic strategies: cost leadership, differentiation, and focus.
- Workshop: analysing a sector and defending a strategic choice.

Day 3: Decision Quality and Objective Setting

- Decision matrices and multi-criteria decision analysis.
- Countering cognitive biases: anchoring, confirmation bias, escalation of commitment.
- Pre-mortem analysis, red teaming, and devil's advocacy.
- Setting objectives with the Balanced Scorecard and OKRs.
- Cascading objectives into team plans and accountabilities.
- Strategic risk registers and mitigation planning.
- Simulation: a high-stakes decision under uncertainty.

Day 4: High Impact Influence and Stakeholder Leadership

- The Trust Equation: credibility, reliability, intimacy, and self-orientation.
- Stakeholder mapping with power-interest grids.
- Communication with impact using the pyramid principle (Minto).



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- Storytelling, framing, and message discipline.
- Negotiating resources and priorities with peers and senior leaders.
- Managing upwards and representing a team credibly.
- Exercise: building an influence plan for a strategic objective.

Day 5: Execution, Capability, and Sustained Impact

- Translating strategy into execution plans, milestones, and accountability.
- Leading change with Kotter's eight steps and the ADKAR model.
- Developing teams with the GROW model and the SBI feedback model.
- Situational leadership (Hersey-Blanchard) and delegation.
- Performance metrics, review cadence, and sustaining momentum.
- Personal resilience and high-impact leadership development planning.
- Capstone: presenting a strategy and high-impact leadership plan.

Conclusion

By successfully completing The Strategy and High Impact Leadership Programme, participants will gain an integrated command of strategy formulation, decision quality, high-impact influence, and execution discipline. They will acquire skills in objective cascade, stakeholder alignment, team development, and change leadership that turn plans into measurable results. Gentex Training Center designs the programme to help leaders create impact that lasts.

FAQs





Q1 What is the "The Strategy and High Impact Leadership Programme" course about?

It prepares leaders to combine strategic clarity with the personal impact that moves an organization. The course spans strategic foundations and leadership impact, strategic analysis and choice, decision quality and objective setting, high-impact influence and stakeholder leadership, and execution, capability, and sustained impact.

Q2 What are the key benefits of the "The Strategy and High Impact Leadership Programme" course?

You gain a method for creating measurable impact rather than activity. The course sharpens strategic choice and decision quality, improves objective cascade, strengthens influence with peers and senior leaders, and builds your ability to sustain performance through change.

Q3 What skills will I gain from the "The Strategy and High Impact Leadership Programme" course?

You will develop four core skills: strategic analysis and choice, decision quality and objective setting, high-impact influence and stakeholder leadership, and execution, team development, and change leadership.



Q4 What tools, methods, or standards are covered in the "The Strategy and High Impact Leadership Programme" course?

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

Q5 How is the "The Strategy and High Impact Leadership Programme" course applied in real-world practice?

Participants apply it to real work such as defending a strategic choice to executives, cascading objectives into team plans, winning resources for a priority initiative, and leading execution through a contested change. The same methods support performance reviews and succession planning.