

VISIONARY LEADERSHIP: MAXIMISING YOUR LEADERSHIP EFFECTIVENESS



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TRAINING CENTER



Introduction

Visionary Leadership: Maximising your Leadership Effectiveness Training Course helps leaders widen their impact by examining how they actually lead, not how they assume they do. Participants work through self-awareness, vision, influence, decision quality, and team development as one integrated practice. The programme pairs diagnostic frameworks with honest feedback and live practice. As a result, learners gain a clear picture of their strengths and the specific habits limiting them. Furthermore, the course strengthens executive presence, stakeholder credibility, and the resilience that sustained leadership demands.

Visionary Leadership: Maximising your Leadership Effectiveness Course Objectives

- Assess your own leadership effectiveness honestly and identify limiting habits.
- Define personal leadership purpose and connect it to organizational direction.
- Build and communicate a vision people can repeat and believe.
- Apply situational leadership (Hersey-Blanchard) and adapt style deliberately.
- Build influence using the Trust Equation and power-interest grids.
- Communicate with impact using the pyramid principle (Minto) and storytelling.
- Make higher-quality decisions using decision matrices and root cause analysis.
- Coach and develop people with the GROW model and SBI feedback.
- Build psychological safety (Edmondson) and high-performing team conditions.
- Lead change with Kotler's eight steps and the ADKAR model.

Course Methodology

- Interactive sessions built on leadership effectiveness cases and self-assessment.
- Workshops on vision building, influence, and decision practice.

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- Group exercises on coaching, feedback, and difficult conversations.
- Hands-on practice with the Trust Equation, pyramid principle, decision matrices, and GROW.
- Simulation of a contested decision and a leadership under pressure.
- Facilitator coaching and peer review on personal effectiveness plans.

Who Should Take This Course

- Senior managers, directors, and heads of function.
- Experienced managers seeking sharper leadership impact.
- High-potential leaders preparing for broader responsibility.
- Business unit and functional leaders.
- Programme and transformation leaders.
- Consultants advising on leadership effectiveness.

Visionary Leadership: Maximising your Leadership Effectiveness Course Outlines

Day 1: Leadership Effectiveness and Self-Awareness

- What leadership effectiveness means and how it is judged.
- Assessing your own practice honestly: strengths, limits, and blind spots.
- Personal purpose, values, and leadership identity.
- The Johari Window and widening self-awareness.
- Emotional intelligence (Goleman) and personal triggers.
- Credibility, consistency, and executive presence.
- Case discussion: a capable leader whose habits limited the team.





Day 2: Vision, Direction, and Strategic Clarity

- Building a vision people can repeat and believe.
- Vision statements, ambition levels, and measurable objectives.
- PESTLE and scenario planning for an uncertain context.
- Translating vision into objectives with the Balanced Scorecard and OKRs.
- Setting priorities with urgency-importance analysis and the Eisenhower matrix.
- Communicating direction through uncertainty.
- Exercise: drafting and stress-testing a vision for your unit.

Day 3: Influence, Communication, and Stakeholder Impact

- The Trust Equation: credibility, reliability, intimacy, and self-orientation.
- Stakeholder mapping with power-interest grids.
- Communication with impact using the pyramid principle (Minto).
- Storytelling, framing, and message discipline.
- Managing upwards and representing a team credibly.
- Handling challenge, scepticism, and adversarial questions.
- Simulation: presenting a contested position to senior stakeholders.

Day 4: Decision Quality, Coaching, and Team Development

- Decision matrices and multi-criteria decision analysis.
- Root cause analysis and problem framing.

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- Countering cognitive biases and groupthink.
- Coaching with the GROW model.
- Feedback with the SBI (Situation-Behaviour-Impact) model.
- Psychological safety (Edmondson) and accountability with RACI.
- Exercise: a coaching conversation with structured observation.

Day 5: Leading Change and Personal Effectiveness Practice

- Leading change with Kotler's eight steps and the ADKAR model.
- Managing resistance, cynicism, and change fatigue.
- Building sustainable leadership pace and personal resilience.
- Ethics, integrity, and consistency under pressure.
- Building a leadership support network.
- Personal leadership effectiveness development planning.
- Capstone: presenting a personal leadership effectiveness plan.

Conclusion

By successfully completing Visionary Leadership: Maximising your Leadership Effectiveness, participants will gain a practical command of self-awareness, vision building, influence, decision quality, and team development. They will acquire skills in stakeholder persuasion, coaching and feedback, and change leadership grounded in honest self-assessment. Gentex Training Center designs the programme to help leaders raise their impact deliberately.





FAQs

Q1 What is the "Visionary Leadership: Maximising your Leadership Effectiveness" course about?

It helps leaders widen their impact by examining how they actually lead, not how they assume they do. The course spans leadership effectiveness and self-awareness, vision and strategic clarity, influence and stakeholder impact, decision quality and team development, and leading change and personal practice.

Q2 What are the key benefits of the "Visionary Leadership: Maximising your Leadership Effectiveness" course?

You gain a clear picture of your strengths and the specific habits limiting you. The course sharpens vision and communication, improves decision quality, strengthens coaching and stakeholder influence, and gives you a personal practice routine you can sustain.

Q3 What skills will I gain from the "Visionary Leadership: Maximising your Leadership Effectiveness" course?

You will develop four core skills: leadership self-awareness and effectiveness assessment, vision building and strategic clarity, influence and stakeholder communication, and decision quality with coaching and change leadership.



Q4 What tools, methods, or standards are covered in the "Visionary Leadership: Maximising your Leadership Effectiveness" course?

The course covers leadership self-assessment practice, the Johari Window, Goleman's emotional intelligence framework, vision statement design, PESTLE, scenario planning, the Balanced Scorecard, OKRs, the Eisenhower matrix, the Trust Equation, power-interest grids, the pyramid principle (Minto), storytelling and framing techniques, decision matrices and multi-criteria decision analysis, root cause analysis, the GROW coaching model, the SBI (Situation-Behaviour-Impact) feedback model, Edmondson's psychological safety framework, RACI, Kotler's eight steps, and the ADKAR model.

Q5 How is the "Visionary Leadership: Maximising your Leadership Effectiveness" course applied in real-world practice?

Participants apply it to real work such as raising their influence with senior stakeholders, presenting a contested position with confidence, coaching a team member through a development gap, and leading a change that affects how a team works. The same methods support succession planning and personal leadership reviews.