

Strategic, Operational & Tactical Leadership

Cape Town (South Africa)

2 - 6 December 2024

UK Training

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Strategic, Operational & Tactical Leadership

Code: LM28 From: 2 - 6 December 2024 City: Cape Town (South Africa) Fees: 3300 Pound

Introduction

This condensed 5-day course provides professionals with essential leadership insights and frameworks to excel in strategic, operational, and tactical leadership roles. Designed for CEOs, executives, managers, and team leaders, it covers foundational management principles, leadership development, and effective planning, execution, and performance management techniques. Participants will gain knowledge to enhance team dynamics, align organizational goals, and foster a performance-driven culture.

Course Objectives

By the end of this course, participants will be able to:

- Understand the principles of strategic, operational, and tactical leadership.
- Develop practical skills in planning, execution, and performance measurement.
- Learn how to inspire, motivate, and lead teams at various levels.
- Build frameworks to support organizational success through effective structures, processes, and systems.
- Apply leadership strategies for dynamic, adaptable, and competitive team management.

Course Outline

Day 1: Strategy and Leadership Foundations

1. Introduction to Strategic, Operational, and Tactical Leadership
 - Understanding the distinctions and interconnections.
2. Fundamentals of Strategic Planning and Execution
 - Overview of vision and mission's impact on strategic planning.
3. Identifying Leadership Competencies and Behaviors
 - Key characteristics of effective leaders at all levels.
4. Principles of Mission Analysis and Leadership Alignment
 - Translating strategy into actionable goals.
5. Defining the Path: Long-Term Vision and Organizational Strategy
 - Aligning strategic vision with operational plans.

Day 2: Planning Frameworks and Strategy Execution

1. Creating Actionable Strategic Plans
 - Steps to convert vision into actionable objectives.
2. Performance Gap Analysis and Strategy Execution Barriers
 - Identifying and addressing obstacles to success.
3. Developing a Strategy-Focused Organization SFO
 - Using frameworks like the Six-Loop Execution System.
4. Effective Communication of Strategy
 - Techniques for cascading strategy across departments.
5. Progress Measurement and Results Assessment
 - Establishing criteria for tracking and evaluating performance.

A graphic of a chessboard with several chess pieces (a king, a pawn, and a knight) on it, set against a background of concentric circles.

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Day 3: Performance Management and Metrics

1. Understanding Performance Management Systems
 - Importance and purpose of performance measurement.
2. Characteristics of Effective Performance Metrics
 - Developing reliable and relevant metrics.
3. The Balanced Scorecard Framework
 - Implementing balanced scorecard principles for alignment.
4. Identifying Critical Success Factors
 - Linking performance drivers to organizational goals.
5. Building a Sustainable Performance Management System
 - Key elements for long-term success and improvement.

Day 4: Operational and Tactical Leadership

1. Characteristics of Operational and Tactical Leaders
 - Defining behaviors and competencies.
2. Managing Team Dynamics and Cohesiveness
 - Techniques for building effective, unified teams.
3. Performance Management at Tactical Level
 - Motivating and managing frontline teams for success.
4. Cross-Departmental Collaboration and Stakeholder Engagement
 - Fostering cooperation to achieve strategic objectives.
5. Linking Strategic Goals to Tactical Objectives
 - Ensuring alignment from top-level strategy to front-line actions.

Day 5: Building a Leadership-Driven Organization

1. Creating a Collaborative Leadership Culture
 - Establishing a supportive, cohesive organizational culture.
2. Continuous Improvement and Adaptability
 - Emphasizing innovation and adaptability in leadership.
3. Virtual and Cross-Boundary Leadership
 - Techniques for leading remote and cross-functional teams.
4. Developing a Collaborative Vision and Strategy
 - Group exercise on creating unified organizational goals.
5. Action Planning and Next Steps
 - Personal action plans to implement course learnings.

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