BLACKBIRD FOR TRAINING

Strategic, Operational & Tactical Leadership

7 – 11 June 2027
Barcelona (Spain)

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PARTNER



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Introduction

Effective leadership is one of the core drivers of organizational success, and this condensed 1-week course is designed to equip professionals with the essential insights and frameworks to excel in strategic, operational, and tactical leadership roles. This course is tailored for CEOs, executives, managers, and team leaders and covers the fundamental principles of management, leadership development, and practical techniques for planning, execution, and performance management. Participants will gain valuable knowledge on enhancing team dynamics, aligning organizational goals, and fostering 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 and apply them effectively in their roles.
- Develop practical skills in planning, execution, and performance measurement.
- Learn how to inspire, motivate, and lead teams across different levels.
- Build frameworks that support organizational success through effective structures, processes, and systems.
- Apply leadership strategies that facilitate dynamic, adaptable, and competitive team management.

Course Outlines

Day 1: Strategy and Leadership Foundations

- Introduction to Strategic, Operational, and Tactical Leadership: Understanding the distinctions and interconnections.
- Fundamentals of Strategic Planning and Execution: Exploring the impact of vision and mission on strategy.
- Identifying Leadership Competencies and Behaviors: Key characteristics of effective leaders at all levels.
- Principles of Mission Analysis and Leadership Alignment: Translating strategy into actionable goals.
- Defining the Path: Aligning long-term vision with organizational strategy.



Day 2: Planning Frameworks and Strategy Execution

- Creating Actionable Strategic Plans: Converting vision into clear objectives.
- Performance Gap Analysis and Strategy Execution Barriers: Identifying and addressing obstacles to success.
- Developing a Strategy-Focused Organization SFO: Using frameworks like the Six-Loop Execution System.
- Effective Communication of Strategy: Techniques for cascading strategy across departments.
- Progress Measurement and Results Assessment: Setting criteria for tracking and evaluating performance.

Day 3: Performance Management and Metrics

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

Day 4: Operational and Tactical Leadership

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

Day 5: Building a Leadership-Driven Organization

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



Why Attend This Course; Wins or Losses!

- Master the essential skills of strategic, operational, and tactical leadership, enabling you to be a highly effective leader.
- Learn how to inspire, motivate, and lead teams at every level using advanced leadership techniques.
- Gain the ability to execute leadership strategies effectively, ensuring alignment between organizational goals and team performance.
- Enhance your skills in performance management with tools such as the Balanced Scorecard, ensuring measurable success.
- Build a collaborative leadership culture that drives organizational success and innovation, making your organization more adaptable and competitive.

Conclusion

This course will provide you with the critical leadership skills you need to thrive in a competitive business world. From tactical leadership and operational leadership to developing strategies for success, you will gain practical tools and strategies to motivate teams, manage performance, and build a dynamic and adaptable organization.

Don’t miss out on the opportunity to elevate your leadership capabilities and create a performance-driven, collaborative environment for long-term success.

