BLACKBIRD FOR TRAINING

Executive Learning: Developing Leaders through Strategic Learning

11 – 15 July 2027
Tunis (Tunisia)



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Introduction

In today's modern business environments—characterized by complexity and rapid change—leadership development can no longer rely solely on transferring knowledge or skills in isolation from real-world practice. Executive learning represents a fundamental shift in leadership development philosophy, where leaders move from being passive recipients of information to active learners who leverage their daily experiences and practical challenges as core sources of learning and growth.
This program focuses on empowering leaders to integrate learning into their day-to-day leadership practice, directly enhancing decision quality, performance effectiveness, and the achievement of organizational strategic objectives.

Course Objectives

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

- Understand executive learning as an integrated, strategic leadership approach.
- Clearly distinguish between executive learning and traditional training or education.
- Utilize practical experience and leadership challenges as primary sources of learning.
- Develop strategic thinking and decision-making skills in complex environments.
- Design sustainable, individualized executive learning plans.
- Directly link executive learning to organizational performance and strategic outcomes.

Course Outlines

Day One: Introduction to Executive Learning

- The concept of executive learning and its importance in modern organizations.
- Characteristics, mindsets, and behaviors of learning-oriented leaders.
- Key differences between training, education, and executive learning.
- The role of learning in developing future leaders.
- Review of successful global models and best practices in executive learning.



Day Two: Experiential Learning and Leadership Thinking

- Principles of experiential learning and their leadership applications.
- Learning from daily workplace challenges and leadership situations.
- Reflective thinking as a tool for developing leadership self-awareness.
- Transforming practical experience into actionable knowledge.
- Personal knowledge management for leaders.

Day Three: Executive Learning and Decision-Making

- Executive learning as a tool for improving decision quality.
- Developing strategic thinking in complex and dynamic environments.
- Learning from leadership successes and failures.
- Building and strengthening executive judgment through conscious practice.
- Managing uncertainty and change with confidence and agility.

Day Four: Designing and Implementing Executive Learning Programs

- Designing and developing individual executive learning plans.
- Continuous learning and lifelong learning for leaders.
- Embedding executive learning within organizational culture.
- The leader's role as both learner and teacher.
- Measuring the impact of executive learning on individual and organizational performance.

Day Five: Executive Learning and Organizational Performance

- Aligning executive learning with organizational goals and strategies.
- Organizational learning and building learning organizations.
- Team development through executive learning practices.
- Sustaining leadership learning over the long term.
- Exploring future trends in executive learning.

Why Attend This Course: Wins & Losses!

- Develop a leadership mindset grounded in continuous learning and self-development.
- Strengthen the ability to adapt to change and manage complexity.
- Improve the quality of executive decisions and overall performance.
- Support the development of leaders who can grow themselves and others.
- Align leadership learning with organizational priorities and objectives.



Conclusion

Executive learning is no longer a theoretical concept or a temporary trend; it has become a fundamental pillar for building leaders capable of navigating change and shaping the future. This program offers a comprehensive intellectual and practical framework that enables leaders to redefine their relationship with learning—transforming it from a separate activity into a daily leadership practice directly linked to results.

Through this program, participants gain the ability to turn challenges into learning opportunities, experiences into strategic knowledge, and individual learning into sustainable organizational value. The outcome is leaders who are more self-aware, more agile, and better equipped to make sound decisions—leading their teams and organizations toward higher performance and long-term excellence.

