BLACKBIRD FOR TRAINING

Executive Leadership Program

27 September – 1 October 2027
Düsseldorf (Germany)



Executive Leadership Program

Ref: 3255559_344862 **Date:** 27 September – 1 October 2027 **Location:** Düsseldorf (Germany) **Fees:** 5200 GBP

Introduction

Today's senior leaders operate in complex, matrixed, and fast-changing environments where authority alone is no longer sufficient. Sustainable performance depends on the leader's ability to build high-performing teams, develop talent, and influence effectively across and beyond the organization.

This program is designed for high-level management and focuses on practical leadership application, not theory. Participants work on real business challenges, practice critical leadership behaviors, and leave with ready-to-use tools and concrete action plans.

Course Objectives

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

- Build and sustain high-performing teams in matrixed and project-driven environments
- Strengthen trust, psychological safety, and accountability
- Shift from task-focused management to people-focused leadership and coaching
- Coach, develop, and retain key talent and successors
- Communicate with clarity, confidence, and impact
- Influence without formal authority across hierarchy levels
- Handle high-stakes negotiations and conflicts effectively

Course Outlines

The program integrates three leadership pillars into one coherent journey, drawing directly from the full program structure, sessions, and activities.

Day 1: Leading High-Performing Teams in Complex Environments

This module consolidates all content related to Day 1 - Leading High-Performing Teams.

Key Topics



- Leadership challenges in matrixed organizations
- Moving from authority to influence
- What distinguishes high-performing leadership teams
- Trust as a driver of performance
- Psychological safety in senior teams
- Leadership behaviors that build or destroy trust
- Accountability without micromanagement
- Role clarity, decision rights, and ownership
- Leading virtual and global teams
- Cultural intelligence for leaders
- Aligning diverse stakeholders across functions and geographies

Practical Application

- Leadership effectiveness self-diagnostic
- Case analysis: trust breakdowns in leadership teams
- High-stakes conversation role plays
- Accountability gap mapping
- Cross-functional decision-making simulation
- Global team performance simulation
- Personal trust action plan and leadership commitments

Day 2: Coaching & Developing Talent

This module consolidates all content related to Day 2 - Coaching & Developing Talent.

Key Topics

- Transition from manager to coach
- Manager vs. coaching mindset
- Why coaching is a critical executive skill
- Leading through questions, not answers
- Practical coaching frameworks GROW, CLEAR
- Coaching in time-pressured environments
- Effective feedback vs. evaluation
- Delivering tough feedback to senior talent
- Handling resistance and defensiveness
- High performance vs. high potential
- Building leadership pipelines
- Reducing bias in talent decisions
- Succession planning and identifying successors
- Mentor, coach, and sponsor roles

Practical Application



- Coaching readiness self-assessment
- Live coaching labs using real leadership challenges
- Feedback role plays underperformance, high-potential derailment
- Talent review simulation
- Development planning for key talent
- Mentoring conversation practice
- Talent development commitments and peer accountability

Day 3: Communication, Influence & Executive Impact

This module consolidates all content related to Day 3 - Communication, Influence & Executive Impact.

Key Topics

- Executive communication and presence
- Credibility and leadership perception
- Clear communication in uncertainty
- Storytelling as a leadership tool
- Combining data and narrative
- Communicating strategy and change
- Influencing without authority
- Stakeholder power and influence mapping
- Ethical influence strategies
- Navigating complex organizational dynamics
- Executive negotiation strategies
- Managing conflict with peers and clients
- Difficult conversations under pressure
- Managing upward and across the organization
- Communicating bad news
- Aligning competing priorities

Practical Application

- Executive message refinement
- 2-minute leadership communication challenge
- Leadership storytelling practice with feedback
- Influence action plan design
- Negotiation and conflict resolution simulations
- Executive case clinic and group problem-solving



Why Attend This Course: Wins & Losses!

- Practical leadership application — not theory
- Work on real participant business cases
- Leadership simulations and role plays
- Peer coaching and group reflection
- Practical tools and frameworks
- Facilitated executive discussions
- Individual and collective action planning
- 70% practice & application / 30% concepts & frameworks

Conclusion

This is a highly experiential program designed for senior leaders and executives operating in complex organizational realities. By integrating leading high-performing teams, coaching and developing talent, and communication and influence skills, participants strengthen their leadership impact and leave with ready-to-use tools and concrete action plans applicable immediately across their organizations.

