



# Integrating Strategic, Operational & Tactical Leadership for Outstanding Performance

Achieving Synergy in Organisational Leadership

## ► Upcoming Sessions

22 Jul-02 Aug 2024	Dubai - UAE	\$11,900
21 Oct-01 Nov 2024	Rome - Italy	\$11,900
06-17 Jan 2025	London - UK	\$11,900
21 Jul-01 Aug 2025	Dubai - UAE	\$11,900
20-31 Oct 2025	Rome - Italy	\$11,900

## ► Training Details

### Training Course Overview

Why do some organizations struggle to maintain competitiveness, while others achieve exceptional results in today's market?

One critical reason is their lack of a robust framework for overcoming the challenges of Strategy Execution. Without strategic awareness, skills, and knowledge necessary for effective Strategy Implementation, organizations often falter. Professionals require the competence to translate strategy into tactical execution, delivering outcomes that align with the organization's goals and plans. To accomplish this, organizations must master the art of linking strategies to operational and technical objectives through a Performance Management System that collects, analyzes, and reports on organizational performance.

This intensive and immersive 10-day Anderson program encompasses the entire spectrum from strategic development and formulation to creating dynamic operational structures, systems, processes, and resources for executing strategy. It emphasizes operational leadership that supports front-line managers and employees, setting them up for success. Furthermore, the course focuses on tactical leadership at the front line, integrating powerful methodologies to build and lead dynamic, adaptable, and highly competitive teams and organizations.

#### The Structure

This comprehensive Anderson training course consists of two modules which can be booked as a 10 Day Training event, or as individual, 5 Day course.

**Module 1** - [Strategy Excellence: From Strategic Vision to Tactical Execution](#)

**Module 2** - [Effective Organisational Leadership](#)

### Training Course Objectives

**By attending this Anderson training course delegates will be able to make a substantial, positive impact on the Strategic, Operational and Tactical Leadership best practices within their organization, more specifically:**

- ▶ Formulate and communicate a compelling strategy/vision
- ▶ Understand and apply the Planning and Execution Framework
- ▶ Develop and communicate strategic vision, mission, and intent
- ▶ Set the conditions for successful execution of strategy and plans by creating optimal support
- ▶ Create winning conditions for Operational and Tactical Leaders
- ▶ Enhance the performance of the organisation and individuals

## Designed For

**This Anderson training course has been specifically designed for a number of professional personnel, including:**

- ▶ Senior Management and Organisation Leadership Team Members
- ▶ Professionals and Leaders responsible for Strategy, Business Development, Organisational Development (OD) and HR
- ▶ Intermediate and advanced level managers

## ▶ Training Details

### Module 1: Strategy Excellence: From Strategic Vision to Tactical Execution

#### Day One: Understanding Strategy and Strategy Execution

- ▶ Defining and Understanding of Strategy
- ▶ Linking Strategy to Action
- ▶ Setting Long Term Organisational Destination – Strategy is about Where are you Heading
- ▶ Strategy Documentation, Communication and Duration
- ▶ Defining Strategy and Operational Effectiveness – What is the difference?
- ▶ Barriers and Success Factors related to Strategy Execution including Leadership and Culture

#### Day Two: From Vision to Results: The Planning and Execution Framework

- ▶ Understanding the distinction between Strategy, Operations and Tactics
- ▶ How Planning and Execution Work
- ▶ Impact of Mission and Vision Statements on Strategic Planning
- ▶ Mission Analysis and Mission Leadership
- ▶ Measuring Progress and Results
- ▶ The Gap between Strategy and Performance

#### Day Three: Turning Strategy into Actionable Plan

- ▶ Invisibility of Performance Bottlenecks to Top Management
- ▶ Under Performance Culture Impact on Strategy and Performance Gap
- ▶ How to close the strategy and performance gap
- ▶ The Four Successful Steps in Turning Strategy into Actionable Plan
- ▶ Building A Strategy – Focused Organisation (SFO)
- ▶ The Six Loop Strategy Execution System including the Office of Strategy Management (OSM)

#### Day Four: Understanding the Meaning of Performance Measurements and Management

- ▶ Why do we need Performance Management System?
- ▶ Characteristics of Good Measures
- ▶ The Balanced Scorecard
- ▶ Defining Critical Success Factors
- ▶ Organisational Excellence
- ▶ How to Develop and Standardise Performance Metrics

#### Day Five: Implementing a Successful Performance Management System

- ▶ Gaining Management Commitment and Selecting a Winning Team
- ▶ Planning for Success – Strategic Business Planning Framework
- ▶ Performance Contract Framework
- ▶ The usage of charts in presenting effective reports
- ▶ Complete exercise on how to develop a Balanced Scorecard from scratch
- ▶ Conclusion and Wrap Up

## **Module 2: Effective Organisational Leadership**

### **Day Six: Understanding Organisational Leadership**

- ▶ Defining Leadership in an Organisation
- ▶ Key behavioural factors in Leadership
- ▶ Leading in the modern world: VUCA
- ▶ Understanding strategic, operational and tactical leadership
- ▶ Leading Change in an organisation
- ▶ Leadership assessment: Strategic, Operational, Tactical

### **Day Seven: Vision and Strategy: Strategic Leadership**

- ▶ Characteristics of Strategic Leaders
- ▶ Strategic data and planning factors
- ▶ Developing Strategy: Mission or Mantra?
- ▶ Building your Leadership brand
- ▶ Inspirational engagement and influence
- ▶ Communicate and cascading Strategy to gain buy-in

### **Day Eight: Implement & Perform: Tactical Leadership**

- ▶ Characteristics and behaviours of Tactical Leaders
- ▶ Tactical Intelligence data and planning
- ▶ Managing performance and motivation
- ▶ Understanding Team Dynamics
- ▶ Building Team cohesiveness
- ▶ Coach and engage for success

### **Day Nine: Linking Strategic to Tactical: Operational Leadership**

- ▶ Characteristics and requirements of Operational Leaders
- ▶ Mastering Operational Management principles
- ▶ Linking strategic goals to tactical objectives
- ▶ Managing key stakeholders: Cross-departmental cooperation
- ▶ Managing Operational Meetings
- ▶ Turning negative ideas in to positive achievements

### **Day Ten: Creating the Leadership Organisation**

- ▶ Creating an organisational culture
- ▶ Developing a collaborative vision and strategy
- ▶ Continuous improvement for organisational success
- ▶ Working across boundaries: Virtual leadership
- ▶ Collaborative Organisation: Group exercise
- ▶ Action Planning & Next steps

## **► The Certificate**

Anderson Certificate of Completion will be provided to delegates who attend and complete the course

## ▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

Call us: +971 4 365 8363

Email: [info@anderson.ae](mailto:info@anderson.ae)

Request for a Tailor-made training and educational experience for your organization now:

Email: [inhouse@anderson.ae](mailto:inhouse@anderson.ae)

**Anderson**  
Executive Development Centre

P.O Box 74589, Dubai, United Arab Emirates

**Web:** [www.anderson.ae](http://www.anderson.ae)

**Email:** [info@anderson.ae](mailto:info@anderson.ae)

**Phone:** +971 4 365 8363

**Fax:** +971 4 360 4759

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