



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

► Training Details

Training Course Overview

Why some organizations fail to stay competitive in the market and what key factors enable an organisation achieve outstanding results in the modern world?

One of most important reason is that they have no framework to overcome the challenge of Strategy Execution. They do not have the strategic awareness, skills and knowledge and what this entails in terms of Strategy Implementation. Professionals need the knowledge, skills and attitude to get from strategy to tactical execution while achieving results that align with the organization's goals and plans. To achieve this organization must understand how to link strategies to operational and technical objectives by developing a Performance Management System that Collect, Analyse and Report Information regarding the performance of the organization.

This intensive and highly engaging 10 day Anderson programme covers the complete spectrum from powerful strategy development and formulation, creating dynamic operational structures, systems, processes, and resources to execute the strategy; operational leadership to support front-line managers and employees by creating the conditions to help them succeed; and finally to actually lead and manage tactically on the front-line. The training course integrates the most powerful methods for building and leading dynamic, adaptable, and highly competitive teams and organisations.

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

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

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

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