

GLOBAL EXPERTS INSTITUTE FOR TRAINING.
ISO 9001-2008 TRAINING PROVISION CERTIFIED

Strategic Planning Tools for Effective Leadership

Schedule Dates:

Start Date	End Date	Place
26 Feb 2024	1 March 2024	Italy - Rome

Program Introduction:

Strategic planning is about getting your team, department or organization where it needs to go. Starting from knowing where you are and moving to where you want to get to, this course takes you right through the strategic planning process with helpful tools, techniques and ideas for every stage to enhance your strategic thinking skills.

During times that would challenge even the most resilient and experienced managers, it's never been more important to have an arsenal of tools, techniques and best practices for leading employees. This course gives them to you—from analyzing the cause of subpar performance to creating a climate for effective employee coaching and learning...from giving corrective feedback to handling difficult responses to coaching. You'll leave this ten-day seminar more aware of your personal habits, styles and preferences when you are leading employees, through assessments, role plays and exercises.

Program Objective:

- ✓ You will recognize the importance and value of detailed analysis and have experience in using a variety of tools and techniques.
- ✓ You will have an appreciation of the relationship between your organization's vision and mission and its future.
- ✓ You will have a clear understanding of monitoring and evaluation, and will have improved your strategic thinking skills.
- ✓ Confront difficult situations with confidence.
- ✓ Develop a team environment that fosters synergy.
- ✓ Reinforce the behavior and motivation of peak performers.
- ✓ Build the trust and rapport necessary for leading employees effectively.
- ✓ Learn how to listen with an empathetic ear and encourage open, two-way communication.

Who should attend?

This course is suitable for managers & leaders, team leaders with strategic planning responsibility.

Program Outlines

Day One

Defining what "strategic" Means

- Using the strategic planning process to help you make choices about the future nature and direction of your organization
- Assessing the benefits and risks of strategic planning
- Developing a project plan

Undertaking a Strategic Review to Determine 'where are we now?'

- Collaborator/competitor analysis and understanding when and how to use analytical tools such as SWOT, PEST.
- Thinking about the relationship between outputs, outcomes and impact.

Day Two

Identifying strategic direction

- Taking a fresh look at what your organization is, what it does, and why
- Clarifying mission, vision, values and direction of travel.

- Recognizing the relationship between organization strategy and brand identity, and aligning the two.
- Recognizing how the findings of the review will impact on the organization's strategic direction.

Setting Strategic Objectives

- Establishing success criteria
- Listing priority areas for action and developing objectives
- Applying SMART strategic thinking skills
- Using outcomes-based tools

Implementing the Strategy

- understanding the key factors involved in implementing strategy
- using action planning tools such as logical frame working, action planning grids and planning wheels
- communicating your strategic plan

Day Three

Undertaking Effective Monitoring and Evaluation

- Understanding the difference between monitoring, evaluation and impact assessment
- Identifying the indicators, and how to measure their achievement
- Recognizing emergent approaches to monitoring and evaluation such as participatory, real-time, balanced scorecard

What leaders do...why Leaders need to be Coaches?

- Obstacles to be a leader
- Creating a climate of trust and confidence
- How to sustain trust when you confront poor performance
- How to be confident in the face of a difficult challenge
- The delegation process...difficulties of delegation...signs of poor delegation
- Why leader-coaches must be teachers and trainers: six learning styles

Day Four

Why Leaders Today Must Be Skilled at Coaching

- Explore Three Core Values of an Effective Leader
- Understand the Two Phases of Leadership: Diagnosis and Intervention
- Demonstrate the Three Approaches to Coaching: Directive, Collaborative, and facilitative.
- Describe and Demonstrate the Ten Skills of Leading
- Learn How to Use Four Different Communication Styles

Leadership Style

- Understand the Role of Leadership
- Learn the Three Basic Approaches to lead
- Explore the Two Phases of the leading Process
- Assess Your leadership Skills
- and joint ventures

Day Five

The Ten Skills of Effective Leadership

- Skill #1: Create a Climate of Trust and Confidence
- Skill #2: Listen, Look, and Learn
- Skill #3: Measure, Assess, and Plan
- Skill #4: Guide a Dialogue About Performance
- Skill #5: Educate
- Skill #6: Delegate for Development
- Skill #7: Deliver Reinforcing Feedback
- Skill #8: Deliver Corrective Feedback
- Skill #9: Deal with Difficult Responses and Situations
- Skill #10: Guide the Development of an Action Plan

Dynamics of Leading in the Middle Zone




- Bridge the gap between senior management and the front line
- Collaborate across the organization
- Effectively manage complexity
- Leverage the experience gained from multiple life roles
- Build resiliency

Training Methodology:

- Slide presentations
- Interactive discussion
- Simulations and Gamification
- Online Video material

Cost Quotation in Kuwaiti Dinars

The total cost includes:

-  Instructor(s) expenses
-  Training materials
-  Certification

Total Cost: 1500 KD per participant
(One Thousand Five Hundred Kuwaiti Dinar)