

Driving Performance through Innovation, Leadership, and Change

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Training Center

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Course Overview:

The course is designed to equip professionals with the essential skills needed to thrive in today's dynamic business environment. This complete course focuses on cultivating innovative behaviours, emphasizing why culture matters, and understanding the limits of hierarchies. Participants will learn to become masters of organizational jujutsu, grasp the importance of feedback and failure in innovation, and explore innovation management. Through open organizations training, open leadership principles, and fostering community and employee investment, the course aims to create inclusive environments where leadership and innovation thrive. Strategic thinking and planning, both at the business and corporate levels, will be covered to enhance strategic competitiveness. Effective performance management, strategic goals integration, and continuous improvement will also be key components of the training.

Target Audience:

- Senior Executives
- Team Leaders
- Innovation Officers
- HR Professionals
- Change Management Consultants
- Strategic Planners
- Senior Planning Specialist

Targeted Organizational Departments:

- Innovation and R&D
- Human Resources
- Strategic Planning
- Operations
- Marketing
- IT and Digital Transformation

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Targeted Industries:

- Technology
- Healthcare
- Finance
- Manufacturing
- Retail
- Logistics and Transportation

Course Offerings:

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

- Foster innovative behaviours and understand why culture matters
- Navigate the limits of hierarchies and master organizational jujutsu
- Implement effective feedback mechanisms and manage innovation
- Lead open organizations and promote employee investment
- Formulate and execute strategic plans at the business and corporate levels
- Design and integrate performance management systems
- Lead change initiatives and communicate effectively

Training Methodology:

The training methodologies include interactive sessions, case studies, group work, and feedback sessions. Participants will engage in hands-on exercises to apply strategic planning, innovation management, and performance management techniques. Reflection and review sessions will be held daily to consolidate learning and provide actionable insights.

Course Toolbox:

- Complete workbooks
- Strategic planning templates
- Innovation management checklists
- Feedback and assessment forms

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Course Agenda:

Day 1: Open Leadership and Innovation

- **Topic 1:** Defining 'What it means to be an open leader'
- **Topic 2:** Understanding 'What the community has taught me about open organizations'
- **Topic 3:** Learning 'Why your people need to collide more, not less'
- **Topic 4:** Discussing 'Why aren't we more invested in our work?'
- **Topic 5:** Strategic Management and Strategic Competitiveness
- **Reflection & Review:** Reflect on leadership and innovation training, and how it promotes more open, inclusive environments.

Day 2: Setting the Strategic Foundation

- **Topic 1:** Strategic Management and Strategic Competitiveness
  A deep dive into the strategic planning course which guides businesses towards achieving strategic competitiveness.
- **Topic 2:** The External Environment
  Understanding the strategic thinking and planning course concepts that explore opportunities, threats, industry competition, and competitor analysis.
- **Topic 3:** The Internal Organization
  Tapping into strategic planning training to analyze resources, capabilities, core competencies, and competitive advantages.
- **Reflection & Review:** A session for reflecting on the day's learnings with a focus on training for strategic planning.

Day 3: Strategy Formulation: Building Blocks

- **Topic 1:** Business-Level Strategy
  A strategic business planning course perspective on crafting unique strategies at the business level.
- **Topic 2:** Competitive Rivalry and Dynamics
  An engaging strategic planning and execution course that covers rivalry aspects and their implications.
- **Topic 3:** Corporate-Level Strategy
  Incorporating strategic planning training courses principles to formulate strategies at the corporate level.
- **Reflection & Review:** Discussing key insights from the strategic thinking and planning training.

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Day 4: Implementing Performance Management Systems

- **Topic 1:** Key Components of Effective Performance Management
- **Topic 2:** Designing Performance Management Processes and Tools
- **Topic 3:** Integrating Performance Management with Strategic Goals
- **Topic 4:** Addressing Performance Issues and Fostering Continuous Improvement
- **Reflection & Review:** Workshop: Designing a Performance Management Framework

Day 5: Leadership, Communication, and Change Management

- **Topic 1:** Leading Change and Strategic Initiatives
- **Topic 2:** Effective Communication Strategies for Executives
- **Topic 3:** Building a Culture of Accountability and Continuous Improvement
- **Topic 4:** Personal Development Plan: Setting Goals for Leadership Growth
- **Reflection & Review:** Closing Workshop: Integrating Learning into Leadership Practice

How This Course is Different from Other Driving Performance Courses:

The course stands out by offering a unique blend of strategic planning, innovation management, and performance management training. The course emphasizes the importance of culture in fostering innovation, understanding the limits of traditional hierarchies, and mastering organizational jujutsu. It provides a complete approach to open leadership and community engagement, highlighting the significance of employee investment and inclusive environments. Unlike other courses, this program integrates real-world scenarios and hands-on exercises, ensuring practical application of strategic and innovative concepts. Participants will benefit from a holistic learning experience that addresses both the human and technical aspects of driving performance and change.

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Training Course Categories

- Agile PM and Project Management Training Courses
- Agribusiness & Food Security Training Courses
- Aviation Management and Operations Training Courses
- Certified Courses By International Bodies
- Communication and Public Relations Training Courses
- Crisis Management and Business Continuity Training Courses
- Data Analytics Training and Data Science Courses
- Digital Government & Public Service Training Courses
- Education and Learning Development Training Courses
- Environment & Sustainability Training Courses
- Facilities and Real Estate Training Courses
- Finance and Accounting Training Courses
- Governance, Risk and Compliance Training Courses
- Healthcare Management Training Courses
- Heritage Conservation and Museum Management Training Courses
- Hospitality and Tourism Training Courses
- Human Resources Training and Development Courses
- IT Security Training & IT Training Courses
- Leadership and Management Training Courses
- Legal Training, Procurement and Contracting Courses
- Maintenance Training and Engineering Training Courses
- Marketing, Customer Relations, and Sales Courses
- NGO, Humanitarian and Development Management Training Courses
- Occupational Health, Safety and Security Training Courses
- Oil & Gas Training and Other Technical Courses
- Personal & Self-Development Training Courses

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Training Course Categories

- Quality and Operations Management Training Courses
- Secretarial and Administration Training Courses
- Shipping, Maritime and Ports Training Courses

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Training Cities

Abu Dhabi UAE	**Accra** Ghana	**Addis Ababa** Ethiopia
Amman Jordan	**Amsterdam** Netherlands	**Athens** Greece
Baku Azerbaijan	**Bali** Indonesia	**Bangkok** Thailand
Barcelona Spain	**Berlin** Germany	**Cairo** Egypt
Cape town South Africa	**Casablanca** Morocco	**Chicago** USA
Doha Qatar	**Dubai** UAE	**Frankfurt** Germany
Geneva Switzerland	**Istanbul** Turkey	**Jakarta** Indonesia
Johannesburg South Africa	**Kuala Lumpur** Malaysia	**Kuwait** Kuwait
Lagos Nigeria	**Langkawi** Malaysia	**Lisbon** Portugal
London UK	**Madrid** Spain	**Manama** Bahrain
Marbella Spain	**Milan** Italy	**Montreux** Switzerland
Munich Germany	**Muscat** Oman	**Nairobi** Kenya

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Training Cities

New York USA	**Nice** France	**Paris** France
Phuket Thailand	**Port Louis** Mauritius	**Porto** Portugal
Prague Czech Republic	**Rome** Italy	**San Diego** USA
Seoul South Korea	**Sharm El-Sheikh** Egypt	**Singapore** Singapore
Tashkent Uzbekistan	**Tbilisi** Georgia	**Tokyo** Japan
Toronto Canada	**Trabzon** Turkey	**Vienna** Austria
Zanzibar Tanzania	**Zoom** Online Training	**Zurich** Switzerland