Executive Leadership & Strategic Thinking Course

12 – 16 April 2027
Addis Ababa

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Executive Leadership & Strategic Thinking Course

Ref: 103600556_225362 **Date:** 12 – 16 April 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

Course Overview:

The Executive Leadership & Strategic Thinking Course is a comprehensive executive leadership training program grounded in both modern practice and established leadership research. Drawing from integrated models of executive leadership, this strategic thinking course equips participants with the ability to manage organizations holistically while aligning internal capabilities with external environmental demands.

The course reflects key findings from leadership research, emphasizing that executive leadership is fundamentally about managing the organization as a whole, setting long-term direction, and adapting strategy based on environmental interactions . Participants will explore how leadership differs across organizational levels, particularly how senior leaders operate with longer time horizons, greater complexity, and broader organizational impact.

This executive leadership development program combines leadership and strategy training with practical frameworks derived from conceptual complexity, behavioral complexity, strategic decision-making, and visionary leadership models. Participants will strengthen their ability to lead transformation, manage competing stakeholder demands, and drive sustainable organizational performance.

By integrating executive management training with real-world applications, this course develops leadership skills for senior managers, enabling them to navigate complexity, make strategic decisions, and lead organizations effectively in dynamic environments.

Target Audience:

- C-level Executives CEO, COO, CFO, CIO
- Senior Managers and Directors
- Strategy and Planning Leaders
- Department Heads and Business Unit Leaders
- Government and Public Sector Executives
- High-potential leaders preparing for executive roles

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Targeted Organizational Departments:

- Executive Leadership and Corporate Strategy
- Business Transformation and Innovation
- Human Resources and Leadership Development
- Operations and Performance Management
- Governance, Risk, and Compliance
- Strategic Planning and Policy Units

Targeted Industries:

- Government and Public Sector
- Oil & Gas and Energy
- Banking and Financial Services
- Healthcare and Pharmaceuticals
- Technology and Telecommunications
- Manufacturing and Industrial Sectors

Course Offerings:

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

- Apply executive leadership training principles to manage organizations holistically
- Analyze complex environments using structured strategic thinking course frameworks
- Execute strategic decision-making training models for long-term organizational success
- Develop strategies aligned with environmental conditions and organizational capabilities
- Demonstrate leadership and strategy training techniques for high-level decision-making
- Manage multiple stakeholders and competing organizational demands effectively
- Strengthen leadership skills for senior managers to drive performance and adaptability
- Build executive management training competencies for organizational transformation

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Training Methodology:

This Executive Leadership & Strategic Thinking Course uses a structured, research-based methodology that reflects real executive leadership challenges. The program integrates conceptual and empirical insights, ensuring participants can translate theory into practice.

Participants will engage in case studies based on executive-level scenarios, focusing on strategic decision-making training and long-term organizational planning. These exercises emphasize the complexity of executive roles, where leaders must balance internal management with external environmental adaptation.

Group workshops will simulate multi-level leadership challenges, allowing participants to practice leadership and strategy training techniques across organizational contexts. These sessions reflect the concept that executive leaders operate across multiple subsystems and must coordinate them effectively.

Interactive simulations will focus on strategic alignment, organizational change, and decision-making under uncertainty. Feedback sessions will provide individualized insights into leadership effectiveness and strategic thinking capabilities.

This blended approach ensures that executive leadership training is practical, measurable, and aligned with real-world executive performance requirements.

Course Toolbox:

- Strategic analysis frameworks SWOT, PESTLE, scenario planning
- Executive decision-making models and templates
- Organizational alignment and performance frameworks
- Leadership capability assessment models
- Case studies based on executive leadership research
- Strategic planning and implementation tools

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Course Agenda:

Day 1: Foundations of Executive Leadership & Organizational Direction

- **Topic 1:** Defining executive leadership roles and responsibilities at the organizational level
- **Topic 2:** Differences between executive, senior, and operational leadership
- **Topic 3:** Mission, vision, and long-term organizational direction setting
- **Topic 4:** Understanding organizational systems and leadership impact across subcomponents
- **Topic 5:** External environment interaction and boundary-spanning leadership
- **Topic 6:** Strategic leadership functions and organizational effectiveness
- **Reflection & Review:** Linking leadership roles to organizational performance

Day 2: Strategic Thinking, Environmental Analysis & Decision-Making

- **Topic 1:** Strategic thinking frameworks for executive leaders
- **Topic 2:** Environmental scanning and interpreting complex business environments
- **Topic 3:** Aligning organizational strategy with external opportunities and risks
- **Topic 4:** Strategic decision-making models and executive judgment
- **Topic 5:** Long-term planning versus short-term execution priorities
- **Topic 6:** Data-driven decision-making and executive-level analysis
- **Reflection & Review:** Applying strategic thinking to real-world scenarios

Day 3: Strategy Development, Alignment & Execution

- **Topic 1:** Developing and translating strategic plans into actionable initiatives
- **Topic 2:** Organizational alignment across departments and functions
- **Topic 3:** Managing multiple stakeholders and competing priorities
- **Topic 4:** Strategy implementation and performance management systems
- **Topic 5:** Measuring success through executive dashboards and KPIs
- **Topic 6:** Continuous evaluation and strategic adjustment processes
- **Reflection & Review:** Strategy execution and performance case study

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Day 4: Leadership Complexity, Influence & Organizational Dynamics

- **Topic 1:** Managing complexity in executive leadership roles
- **Topic 2:** Behavioral leadership models and multi-role effectiveness
- **Topic 3:** Communication strategies for executive influence and alignment
- **Topic 4:** Negotiation, persuasion, and conflict resolution at the executive level
- **Topic 5:** Leading teams across organizational boundaries and functions
- **Topic 6:** Balancing competing organizational demands and priorities
- **Reflection & Review:** Leadership challenges in complex environments

Day 5: Visionary Leadership, Transformation & Executive Development

- **Topic 1:** Developing and communicating a compelling organizational vision
- **Topic 2:** Transformational leadership and driving organizational change
- **Topic 3:** Innovation, adaptability, and strategic agility
- **Topic 4:** Building high-performance and resilient organizations
- **Topic 5:** Executive leadership competencies and capability development
- **Topic 6:** Creating a personal executive leadership development plan
- **Reflection & Review:** Integrating leadership, strategy, and execution

FAQ:

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

Participants should have prior leadership or managerial experience. The course is designed for professionals involved in executive leadership training, strategic planning, or decision-making roles.

How long is each day's session, and is there a total number of hours required for the entire course?

Each day's session is generally structured to last around 4–5 hours, with breaks and interactive activities included. The total course duration spans one week, approximately 20–25 hours of instruction.

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Why do executive leadership roles require different skills compared to lower-level management?

Executive roles involve managing the entire organization, operating in complex environments, and making long-term strategic decisions, whereas lower-level roles focus on operational execution and shorter timeframes.

How This Course is Different from Other Executive Leadership & Strategic Thinking Courses:

This Executive Leadership & Strategic Thinking Course stands out by directly integrating validated leadership research into practical training. Unlike conventional programs, it is built on multiple leadership models, including conceptual complexity, behavioral complexity, strategic decision-making, and visionary leadership frameworks identified in executive leadership research .

The course emphasizes the real nature of executive work, including long-term planning, boundary-spanning activities, and managing organizational complexity. Participants gain not only theoretical knowledge but also structured methods for applying leadership and strategy training in real-world environments.

Another key differentiator is the focus on executive-level competencies such as cognitive capacity, strategic alignment, and leadership flexibility—critical factors linked to organizational performance.

By combining executive leadership development program principles with practical exercises and strategic frameworks, this course ensures measurable improvements in leadership effectiveness, making it a high-value solution for organizations seeking to develop strong, future-ready leaders.