

Strategic Leadership and Performance Management Training Course

22 – 26 November 2027
Rome

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Strategic Leadership and Performance Management Training Course

Ref: 97_84657 **Date:** 22 – 26 November 2027 **Location:** Rome **Fees:** 5700 Euro

Strategic Leadership and Performance Management Training Course Overview:

The Strategic Leadership and Performance Management Training Course equips leaders with the mindset, frameworks and practical tools needed to set a clear strategic direction and turn it into measurable results. Participants learn how to translate vision into strategic objectives, align teams and resources behind priorities, and build a performance management system based on meaningful KPIs, OKRs and the Balanced Scorecard. The course also covers leading change, making decisions under uncertainty, coaching for performance, and creating a high-performance culture that sustains improvement over time.

Target Audience:

- Senior Executives and Directors
- Department Heads and Middle Managers
- Strategy and Planning Professionals
- Performance and Excellence Officers
- Team Leaders Preparing for Senior Roles
- HR and Organisational Development Managers

Participants will learn to connect strategic thinking with day-to-day leadership and to drive performance across teams and functions.

Targeted Organizational Departments:

- Executive Management
- Strategy and Planning
- Institutional Excellence and Performance
- Human Resources
- Operations

This course supports departments responsible for setting direction, monitoring performance and leading organisational improvement.

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Targeted Industries:

- Government and Public Sector
- Oil, Gas and Energy
- Banking and Finance
- Healthcare
- Telecommunications and Technology

In these sectors, strategic alignment and disciplined performance management are essential to delivering results.

Course Offerings:

- Develop a strategic leadership mindset and personal leadership style
- Translate vision and strategy into clear, measurable objectives
- Design KPIs, OKRs and Balanced Scorecards that drive performance
- Diagnose performance gaps and apply improvement methods
- Lead change and build a high-performance culture
- Coach and develop teams for sustained results

Training Methodology:

This 1-week course uses a blend of interactive lectures, case studies, group work, self-assessments, simulations and action planning. Participants apply strategic analysis and performance tools to real organisational scenarios and leave with a personal leadership development plan and a performance improvement plan for their own team or department.

Course Toolbox:

- Workbooks
- Leadership Style Self-Assessments
- Strategy Map and Balanced Scorecard Templates
- KPI and OKR Design Worksheets
- Performance Gap Analysis Tools
- Change Readiness Checklists
- Action Planning Templates

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Course Agenda:

Day 1: Foundations of Strategic Leadership

Topic 1: Course Overview and the Role of the Strategic Leader
Topic 2: Leadership versus Management in a Changing Environment
Topic 3: Strategic Thinking: Seeing the Big Picture
Topic 4: Leadership Styles and Self-Assessment
Topic 5: Emotional Intelligence and Leadership Influence
Reflection and Review: Summarize key points and assess personal leadership strengths and gaps

Day 2: Setting Strategic Direction

Topic 1: Crafting Vision, Mission and Values
Topic 2: Environmental Analysis: PESTEL and SWOT
Topic 3: Setting Strategic Objectives and Priorities
Topic 4: Building Strategy Maps
Topic 5: Cascading Strategy to Departments and Teams
Reflection and Review: Summarize key points and draft a strategic direction for your unit

Day 3: Performance Management Systems

Topic 1: Principles of Organisational Performance Management
Topic 2: Designing Effective KPIs
Topic 3: The Balanced Scorecard in Practice
Topic 4: OKRs: Objectives and Key Results
Topic 5: Performance Dashboards and Reporting
Reflection and Review: Summarize key points and design a KPI set for your team

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Day 4: Driving Performance Improvement

Topic 1: Diagnosing Performance Gaps and Root Causes
Topic 2: Continuous Improvement Methods: PDCA and Lean Thinking
Topic 3: Data-Driven Decision Making
Topic 4: Managing Individual and Team Performance
Topic 5: Coaching and Feedback for Performance
Reflection and Review: Summarize key points and build a performance improvement plan

Day 5: Leading Change and a High-Performance Culture

Topic 1: Leading Organisational Change
Topic 2: Managing Resistance and Engaging Stakeholders
Topic 3: Building a High-Performance Culture
Topic 4: Motivation, Recognition and Accountability
Topic 5: Sustaining Results and Personal Leadership Action Plan
Reflection and Review: Summarize key points, present action plans and overall course review

How This Course is Different from Other Strategic Leadership Courses:

Unlike leadership courses that focus only on personal skills or only on strategy, this course connects strategic leadership directly to measurable performance. Participants move from vision and strategy to KPIs, OKRs and the Balanced Scorecard, then to practical improvement and change leadership. Every participant leaves with a personal leadership plan and a ready-to-use performance improvement plan for their own organisation.