

Course No. 1372

Executive Leadership Development Training Course

**LEADERSHIP & EXECUTIVE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Executive Leadership Development Training Course is a premium professional development program designed to strengthen the strategic, organizational, and leadership capabilities required of executives and senior managers responsible for directing complex organizations and delivering sustainable results. The program focuses on moving beyond functional management toward enterprise-level leadership built around strategic vision, executive decision-making, governance, performance leadership, transformation, stakeholder management, and organizational capability.

Executive leaders operate in environments characterized by rapid change, competing priorities, complex stakeholder expectations, operational pressures, technological transformation, and increasing demands for accountability. Effective executive leadership therefore requires the ability to understand the organization as an integrated system, connect strategy with execution, balance short-term performance with long-term objectives, and make informed decisions while managing risk, resources, people, and organizational expectations.

The course provides a comprehensive framework for executive leadership development, covering strategic thinking, organizational vision, executive decision-making, governance, performance management, transformation leadership, stakeholder management, executive communication, risk management, innovation, leadership continuity, and organizational resilience. Participants will explore how to move from managing individual functions to influencing enterprise-wide outcomes and building alignment across business units and leadership teams.

The program uses an advanced practical approach through executive case studies, strategic simulations, decision-making exercises, transformation scenarios, leadership discussions, and executive workshops. These activities enable participants to examine complex organizational situations, evaluate competing priorities, assess the broader consequences of leadership decisions, and develop practical approaches to leading at enterprise level.

The Executive Leadership Development Training Course provides direct value to organizations seeking to strengthen senior leadership capability, improve executive decision quality, enhance governance and accountability, build leadership pipelines, and connect strategic direction with measurable execution. It also supports leaders in guiding transformation, developing future leadership capacity, and creating organizational cultures that promote resilience, adaptability, innovation, and sustainable performance.

Objectives

- Analyze the principles and requirements of contemporary executive leadership and evaluate the factors that influence leadership effectiveness at enterprise level during the training program.
- Develop an enterprise leadership perspective that connects organizational vision, strategic priorities, business objectives, and long-term performance.
- Evaluate internal and external environments to identify trends, opportunities, threats, and organizational challenges affecting executive decisions.
- Apply advanced executive decision-making methods to evaluate alternatives, risks, consequences, and strategic implications before major decisions are approved.
- Design practical executive performance frameworks that connect strategic objectives with measurable indicators, accountability, and organizational results.
- Strengthen governance, oversight, accountability, and risk management practices that support sound executive judgment and business continuity.
- Improve the ability to lead organizational transformation, manage strategic change, and maintain executive alignment throughout critical transition periods.
- Apply advanced stakeholder management and relationship-building approaches to influence strategic decisions and achieve alignment across diverse interests.
- Strengthen executive communication, strategic presentation, and leadership messaging skills for engagement with boards, senior management, employees, and key stakeholders.
- Develop future leaders and strengthen leadership continuity through executive talent development, succession planning, and capability building.
- Evaluate organizational readiness for innovation, adaptation, transformation, and changing strategic or operational conditions.
- Prepare a practical executive leadership development roadmap linked to organizational priorities, leadership objectives, measurable indicators, and post-course implementation.

Who Should Attend

This course is designed for chief executives, executive directors, deputy executives, senior managers, heads of departments, business unit leaders, strategic function leaders, operations directors, project and program directors, human resources directors, finance leaders, strategy professionals, and executives responsible for enterprise-level performance and decision-making. It is particularly relevant to leaders whose responsibilities involve strategic direction, organizational performance, risk oversight, resource allocation, stakeholder management, and cross-functional leadership.

The program is highly suitable for executives and senior leaders in government entities, ministries, public sector organizations, banks and financial institutions, oil and gas companies, energy organizations, industrial corporations, and large enterprises. It provides particular value to leaders overseeing organizational transformation, growth and expansion, capital programs, performance improvement, risk management, operating model changes, and strategic initiatives.

The course is also valuable for high-potential senior managers preparing for broader executive responsibilities, functional leaders transitioning toward enterprise leadership, and professionals participating in executive committees, transformation programs, strategic projects, and cross-organizational initiatives where a broader institutional perspective is required.

Learning Outcomes

- By the end of the course, participants will be able to:
- Assess their executive leadership capabilities and identify priority areas for development at strategic and organizational levels.
- Analyze internal and external environments and connect emerging trends, challenges, and opportunities with executive priorities and decisions.
- Develop a clear executive vision and translate it into strategic priorities, initiatives, and measurable organizational outcomes.
- Make complex executive decisions using structured approaches to evaluate alternatives, risks, consequences, and long-term organizational impact.
- Connect organizational strategy with performance indicators, operational execution, accountability, and management review mechanisms.
- Apply governance, accountability, and risk management principles to executive decisions, organizational oversight, and business continuity.
- Lead strategic transformation initiatives while maintaining executive alignment, organizational commitment, and implementation discipline.
- Manage critical stakeholders and build strategic relationships that support alignment, influence, and effective decision-making.
- Deliver strategic executive presentations and communicate complex organizational issues with clarity, confidence, and business relevance.
- Develop future leaders, strengthen leadership pipelines, and support executive succession and

organizational continuity.

- Evaluate organizational readiness for innovation, adaptation, and strategic transformation and identify capability requirements.
- Prepare and implement an executive leadership development plan that connects personal leadership priorities with organizational objectives and measurable impact.

Course Outline

DAY 01

Executive Leadership and Strategic Thinking

- Fundamentals of executive leadership and its role in organizational performance
- Moving from functional leadership to enterprise-level leadership
- Characteristics of effective executive leaders in complex environments
- Organizational vision and strategic direction
- Internal and external environmental analysis
- Strategic priorities, trade-offs, and enterprise-level choices
- Connecting strategy, execution, and organizational outcomes
- Leading through complexity, uncertainty, and competing priorities
- Building executive credibility, trust, and leadership authority

PRACTICAL APPLICATION

Analyzing an executive case and establishing strategic leadership priorities for an organization facing multiple challenges

DAY 02

Executive Decision-Making, Governance, and Risk Leadership

- The nature of high-impact executive decisions
- Defining complex organizational issues and executive decision requirements
- Evaluating alternatives, consequences, and strategic implications
- Decision-making under uncertainty and incomplete information
- Executive risk management and risk-informed judgment

DAY 02 — CONTINUED

- Governance frameworks, roles, accountability, and oversight
- Executive controls and information requirements for effective decisions
- Crisis leadership and high-consequence decision-making
- Ethical judgment and executive responsibility

PRACTICAL APPLICATION

Executive committee simulation involving a high-impact strategic decision under significant risk, uncertainty, and stakeholder pressure

DAY 03

Enterprise Performance and Execution Leadership

- Translating strategy into executive objectives and implementation priorities
- Enterprise performance management and results alignment
- Developing executive performance indicators and success measures
- Resource allocation and priority management at organizational level
- Executive accountability and performance review mechanisms
- Strategic project and program leadership
- Removing organizational barriers to execution
- Managing cross-functional dependencies and business interfaces
- Identifying performance gaps and initiating corrective actions

CASE STUDY

Reviewing the performance of a multi-business organization and developing executive interventions to improve strategic execution

DAY 04

Transformation Leadership, Stakeholder Management, and Executive Communication

- Leading organizational transformation from an executive perspective
- Building a compelling case for strategic change

DAY 04 — CONTINUED

- Managing resistance and maintaining executive alignment
- Strategic stakeholder analysis and relationship management
- Executive influence, negotiation, and alignment
- Strategic communication and executive messaging
- Executive presentations for boards, senior leaders, and decision makers
- Managing sensitive conversations and high-impact organizational issues
- Executive leadership during crises and major transformations

PRACTICAL APPLICATION

Simulating an executive transformation scenario involving stakeholder negotiations, strategic communication, and presentation of a major recommendation to senior leadership

DAY 05

Building the Future Organization and Sustainable Executive Leadership

- Building organizational capability and future readiness
- Developing future leaders and strengthening leadership pipelines
- Executive succession planning and leadership continuity
- Innovation, adaptability, and organizational resilience
- Building a high-performance culture based on accountability and results
- Embedding transformation and sustaining new organizational practices
- Evaluating executive leadership impact on organizational performance
- Lessons learned and continuous leadership improvement
- Defining personal executive leadership priorities and development areas
- Best practices in sustainable executive leadership development

FINAL WORKSHOP

Developing a 90-day Executive Leadership Development Plan covering strategic vision, priorities, decision-making, governance, performance management, transformation leadership, stakeholder management, future leadership development, and executive impact indicators



Register or Request More Information

Course page: <https://quest-training.com/courses/executive-leadership-development-training-course>

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