

LEADERSHIP & MANAGEMENT | COURSE BROCHURE

Leadership Agility: Adaptive Decisions and Team Performance

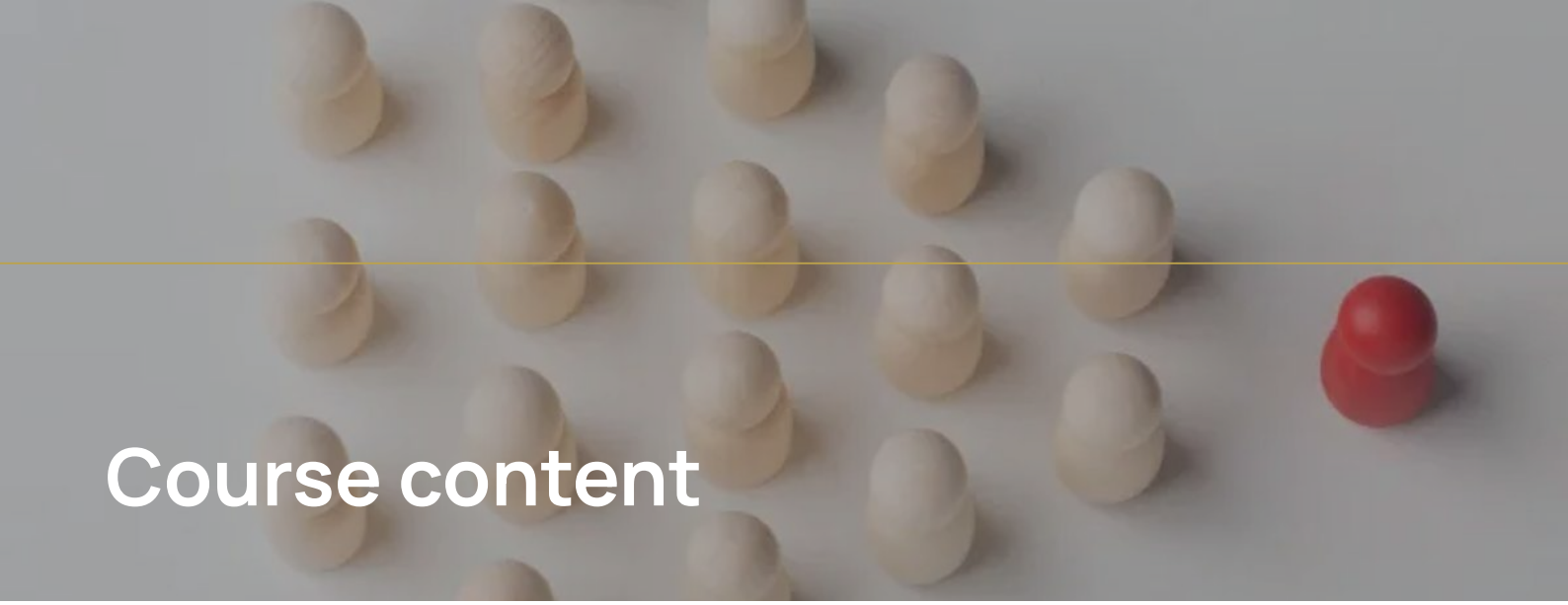
5 days | Classroom training | English

SMART HORIZON

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Course content

Why attend

This course focuses on developing leadership agility through adaptive decision-making and enhancing team performance. Participants will learn practical strategies to navigate complex challenges, foster collaboration, and implement effective change management within their teams, ensuring they can lead with confidence in dynamic environments.

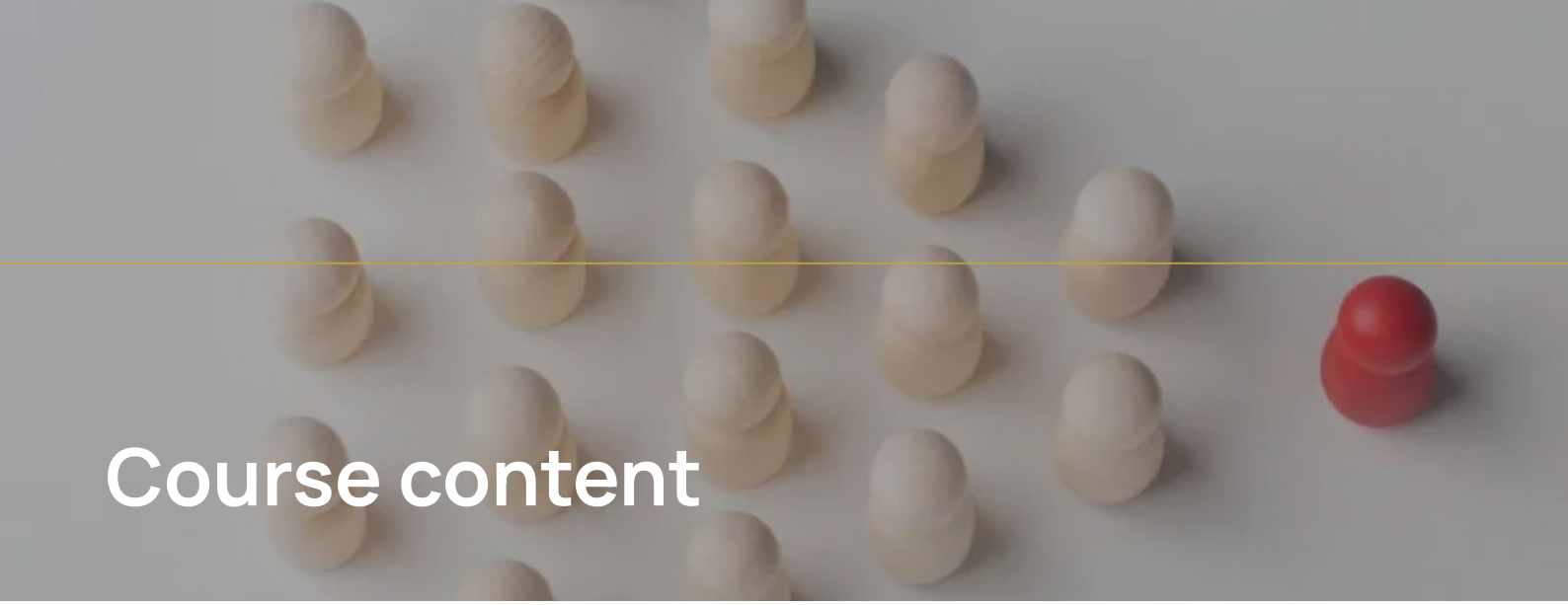
Leaders often encounter rapidly changing environments that necessitate quick, informed decisions. This course addresses the challenges of maintaining team performance under pressure, ensuring leaders can adapt their strategies to meet evolving demands. Participants will explore real-world scenarios that highlight the importance of agility in leadership, including managing diverse teams and responding to unexpected disruptions.
By engaging in practical exercises, they will develop the skills needed to assess team dynamics, implement agile methodologies, and foster a culture of collaboration, ultimately enhancing their effectiveness in guiding teams through complex challenges.
The ability to make adaptive decisions is crucial for effective team management. This course equips leaders with the skills to assess team dynamics, implement agile methodologies, and foster a culture of collaboration.
Participants will engage in hands-on exercises that simulate decision-making processes, enhancing their capability to lead teams effectively. They will practice developing change management strategies, facilitating team discussions, and utilising feedback mechanisms to inform their leadership approach.
By the end of the course, participants will be better prepared to navigate the complexities of team leadership, ensuring sustained performance and engagement in their organisations.

Professional Problems This Course Is Designed to Solve

- Rigid decisions in uncertain or rapidly changing situations.
- Teams losing direction when priorities shift.
- Difficulty balancing adaptability with performance accountability.

Course methodology

The course employs a blend of interactive workshops, case studies, and role-playing exercises to build leadership agility. Participants will engage in simulations that mimic real-world challenges, allowing them to practice adaptive decision-making and team dynamics.
Specific exercises include scenario-based discussions and collaborative problem-solving tasks. Outputs include action plans, decision matrices, and performance assessments that demonstrate their learning and application of course concepts.
Additionally, participants will receive peer feedback on their approaches, fostering a collaborative learning environment that enhances their understanding of agile leadership principles and practices.
This hands-on approach ensures that participants can directly apply what they learn to their own leadership contexts.



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Course objectives

By the end of this course, participants will be able to:
• Analyse team performance metrics to identify areas for improvement and develop actionable insights.
• Justify adaptive leadership strategies in response to specific organisational challenges and team needs.
• Design a decision-making framework that enhances team agility and responsiveness to change.
• Prioritise actions based on team feedback and performance data to drive continuous improvement.
• Construct a change management plan that supports team resilience during transitions and challenges.
• Assess team dynamics to facilitate effective collaboration and communication among members.
• Evaluate the impact of leadership styles on team performance and engagement levels.

Target audience

This course is suitable for:
• Team Leaders: Responsible for guiding teams through change and ensuring performance.
• Project Managers: Need to adapt strategies based on project demands and team input.
• HR Professionals: Focus on developing leadership capabilities within the organisation.
• Middle Managers: Bridge the gap between executive strategy and team execution.

Target competencies

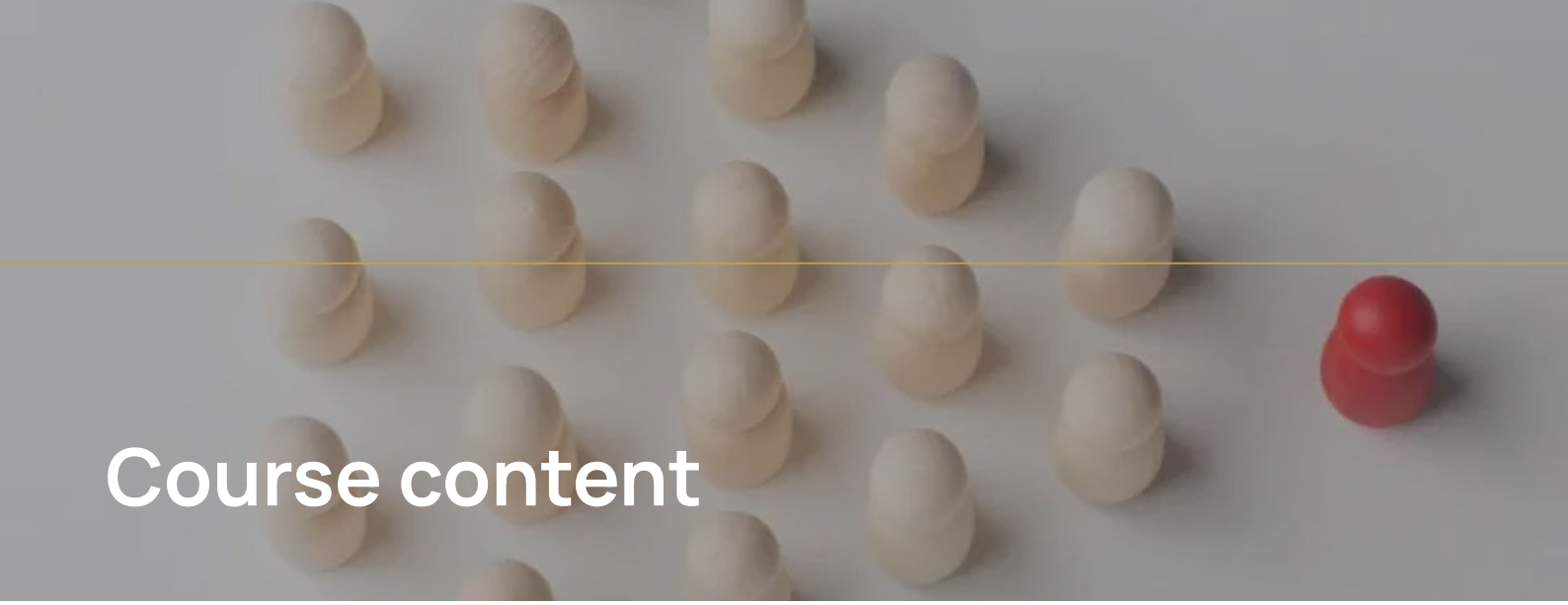
Participants will develop competencies in:
• Implement adaptive decision-making processes in team settings.
• Facilitate effective team communication and collaboration.
• Evaluate team performance and identify improvement areas.
• Develop change management strategies that enhance team resilience.
• Foster a culture of agility and responsiveness within teams.
• Utilise feedback mechanisms to inform leadership decisions.

Course outline

Day 1: Understanding Leadership Agility

Applied activity: Participants will analyse a case study of a leader who successfully navigated a crisis. They will identify the agile strategies employed and discuss their effectiveness in enhancing team performance and engagement. This will involve group discussions and presentations to share insights and learning.
Output: A written analysis highlighting key agile strategies and their impact on team outcomes.

09:00–09:54	Define leadership agility and its importance in modern organisations.



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09:54–10:48	Explore the characteristics of agile leaders and their impact on teams.
10:48–11:00	Identify common challenges faced by leaders in dynamic environments.
11:00–11:30	**Coffee break**
11:30–12:12	Identify common challenges faced by leaders in dynamic environments. (continued)
12:12–13:06	Discuss the role of emotional intelligence in adaptive leadership.
13:06–14:00	Examine case studies of agile leadership in practice.

Day 2: Adaptive Decision-Making Frameworks

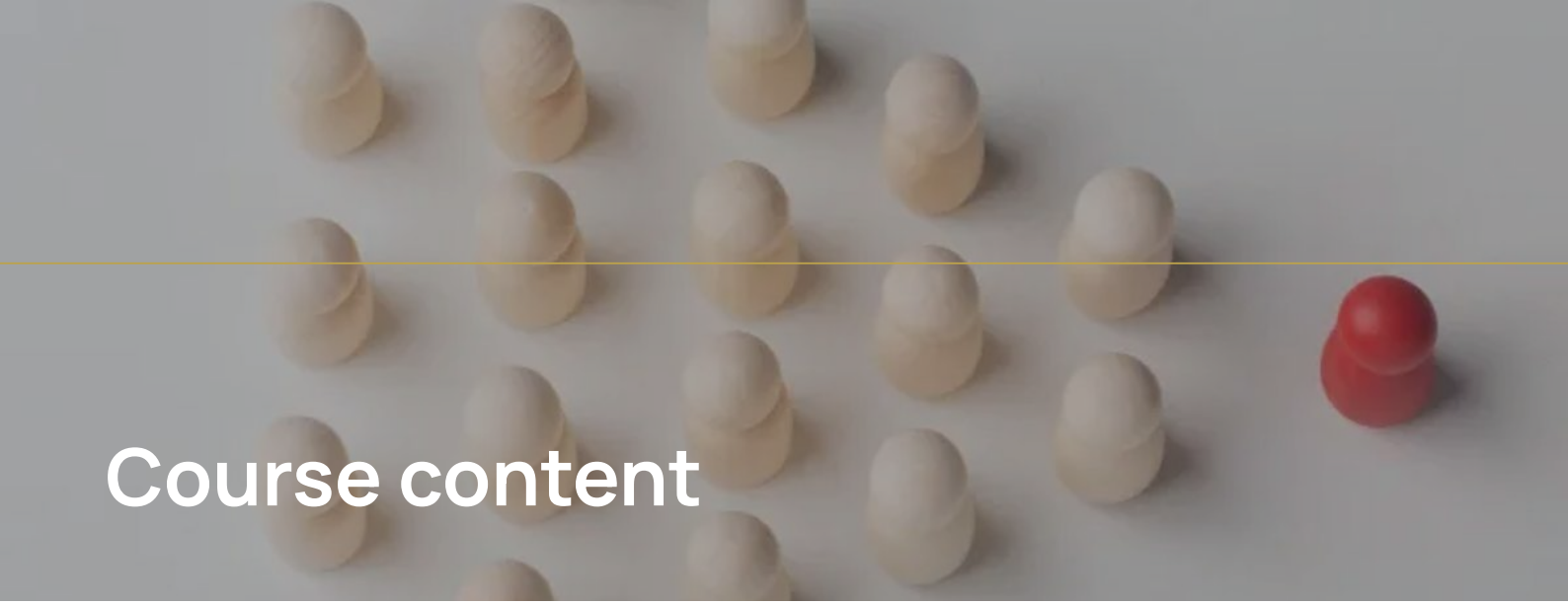
Applied activity: In small groups, participants will simulate a decision-making scenario involving a team conflict. They will apply a chosen framework to reach a resolution and present their rationale, considering team dynamics and stakeholder perspectives. This will encourage collaborative problem-solving and critical thinking.
Output: A decision-making report outlining the chosen framework and the resolution process.

09:00–09:54	Introduce decision-making frameworks that enhance agility in leadership.
09:54–10:48	Discuss the role of data in informed decision-making processes.
10:48–11:00	Explore techniques for rapid assessment of team needs and challenges.
11:00–11:30	**Coffee break**
11:30–12:12	Explore techniques for rapid assessment of team needs and challenges. (continued)
12:12–13:06	Practice scenario analysis to identify adaptive responses to team issues.
13:06–14:00	Evaluate the effectiveness of different decision-making approaches in various contexts.

Day 3: Enhancing Team Performance

Applied activity: Participants will assess their own team's performance metrics and identify areas for improvement. They will create a plan to enhance team collaboration and performance, incorporating feedback mechanisms and accountability measures. This will involve practical application of learned concepts.
Output: A team performance enhancement plan with specific actions and metrics for tracking progress.

09:00–09:54	Identify key performance indicators for measuring team success and effectiveness.
09:54–10:48	Discuss methods for fostering collaboration and trust within teams to improve outcomes.
10:48–11:00	Explore techniques for motivating teams during periods of change and uncertainty.
11:00–11:30	**Coffee break**



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11:30–12:12	Explore techniques for motivating teams during periods of change and uncertainty. (continued)
12:12–13:06	Assess the impact of leadership style on team dynamics and performance.
13:06–14:00	Develop strategies for continuous team improvement based on feedback and performance metrics.

Day 4: Implementing Change Management

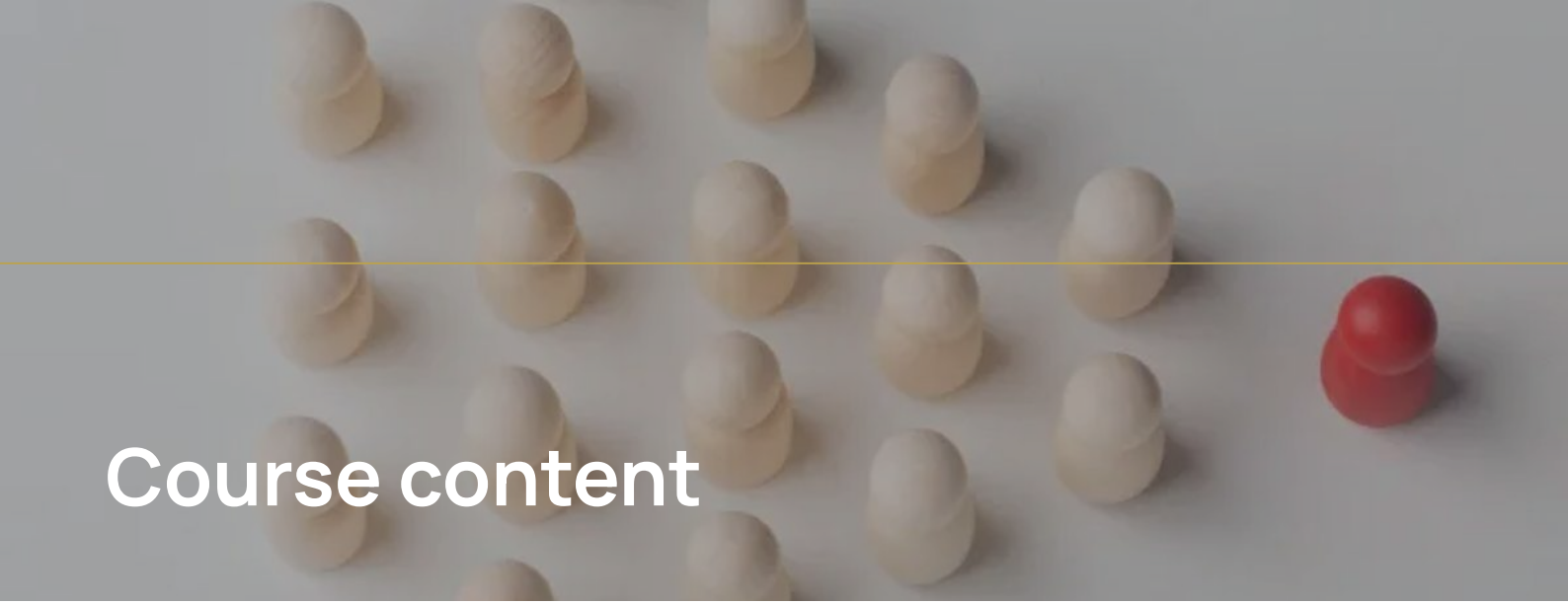
Applied activity: Working in pairs, participants will develop a change management plan for a fictional organisational change scenario, addressing potential resistance and communication strategies to ensure buy-in from team members. This collaborative exercise will enhance understanding of change dynamics.
Output: A comprehensive change management plan tailored to the scenario, including communication strategies and success metrics.

09:00–09:54	Discuss the principles of effective change management and their relevance to team performance.
09:54–10:48	Explore the role of communication in managing change and addressing resistance.
10:48–11:00	Identify factors that contribute to resistance and strategies to overcome them effectively.
11:00–11:30	**Coffee break**
11:30–12:12	Identify factors that contribute to resistance and strategies to overcome them effectively. (continued)
12:12–13:06	Practice developing a change management plan tailored to specific team scenarios.
13:06–14:00	Evaluate the impact of change initiatives on team performance and engagement.

Day 5: Integrating Agility into Leadership Practice

Applied activity: Participants will create a personal action plan detailing how they will implement agile leadership practices in their teams, incorporating feedback mechanisms and performance assessments to ensure ongoing improvement and adaptability. This will involve peer discussions to refine their plans.
Output: A personal action plan outlining specific steps and goals for enhancing leadership agility within their teams.

09:00–09:54	Review key concepts of leadership agility learned throughout the course and their applications.
09:54–10:48	Discuss the importance of feedback in agile leadership and decision-making processes.
10:48–11:00	Explore strategies for sustaining agility in leadership practices over time.
11:00–11:30	**Coffee break**
11:30–12:12	Explore strategies for sustaining agility in leadership practices over time. (continued)



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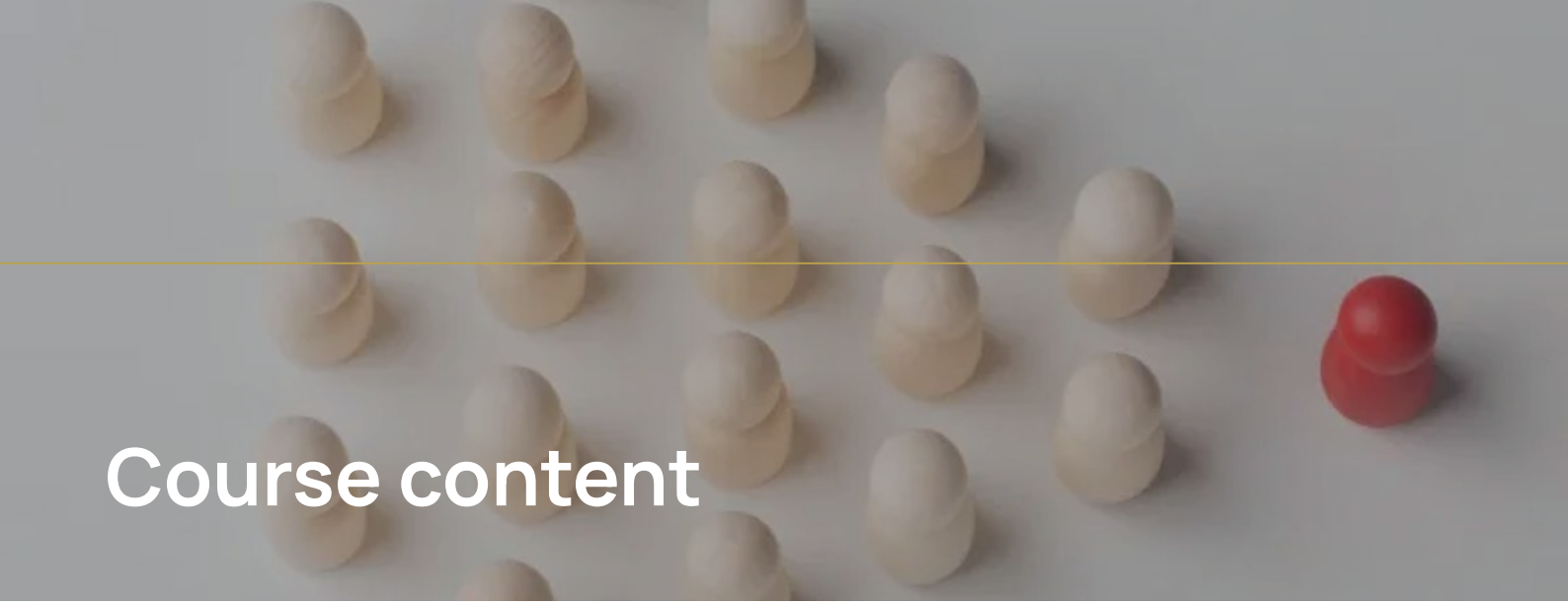
12:12–13:06	Develop personal action plans for applying agility in their roles and teams.
13:06–14:00	Share insights and lessons learned with peers to foster collaborative growth.

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

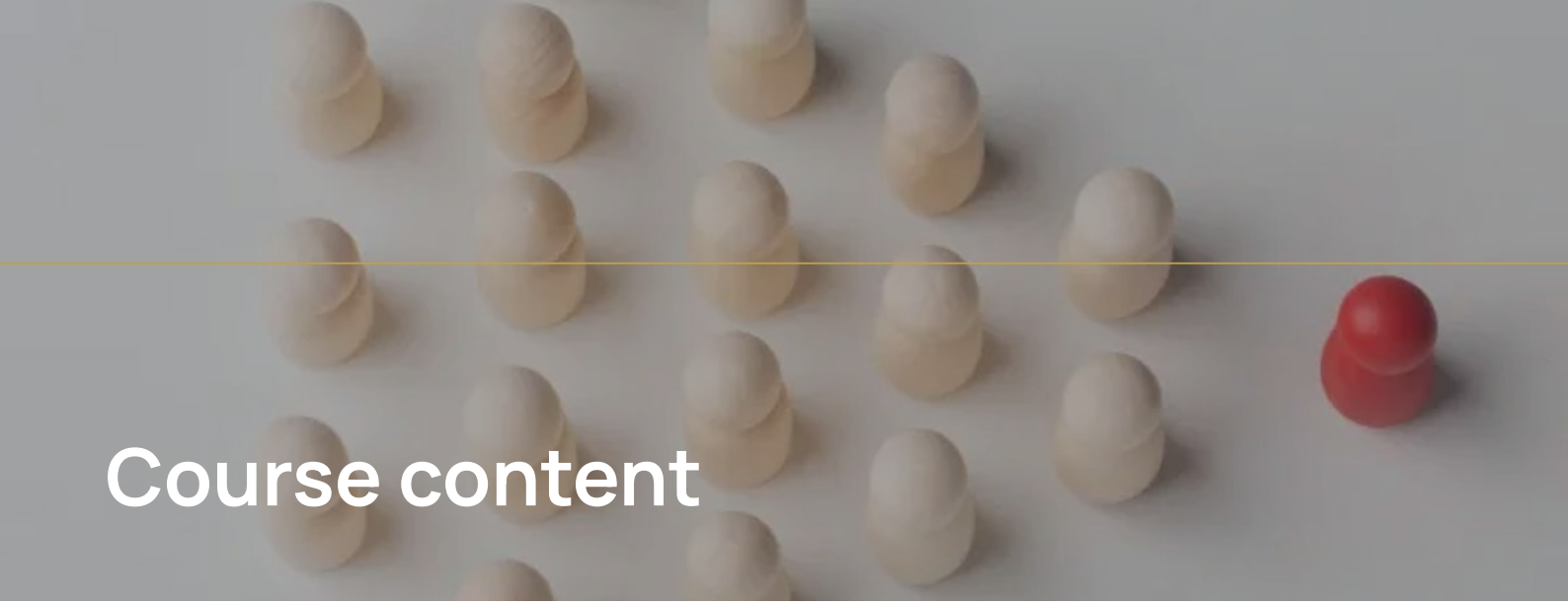
Venue	Start date	End date	Fee (EUR)
Dubai Confirmed dates	9 Nov 2026	13 Nov 2026	**€3,150.-**
Online Confirmed dates	9 Nov 2026	13 Nov 2026	**€1,250.-**
Frankfurt Confirmed dates	23 Nov 2026	27 Nov 2026	**€2,650.-**
Online Confirmed dates	23 Nov 2026	27 Nov 2026	**€1,250.-**
Kuala Lumpur Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,450.-**
Online Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,250.-**
Paris Confirmed dates	14 Dec 2026	18 Dec 2026	**€2,860.-**



Course content

Dates, venues and fees (continued)

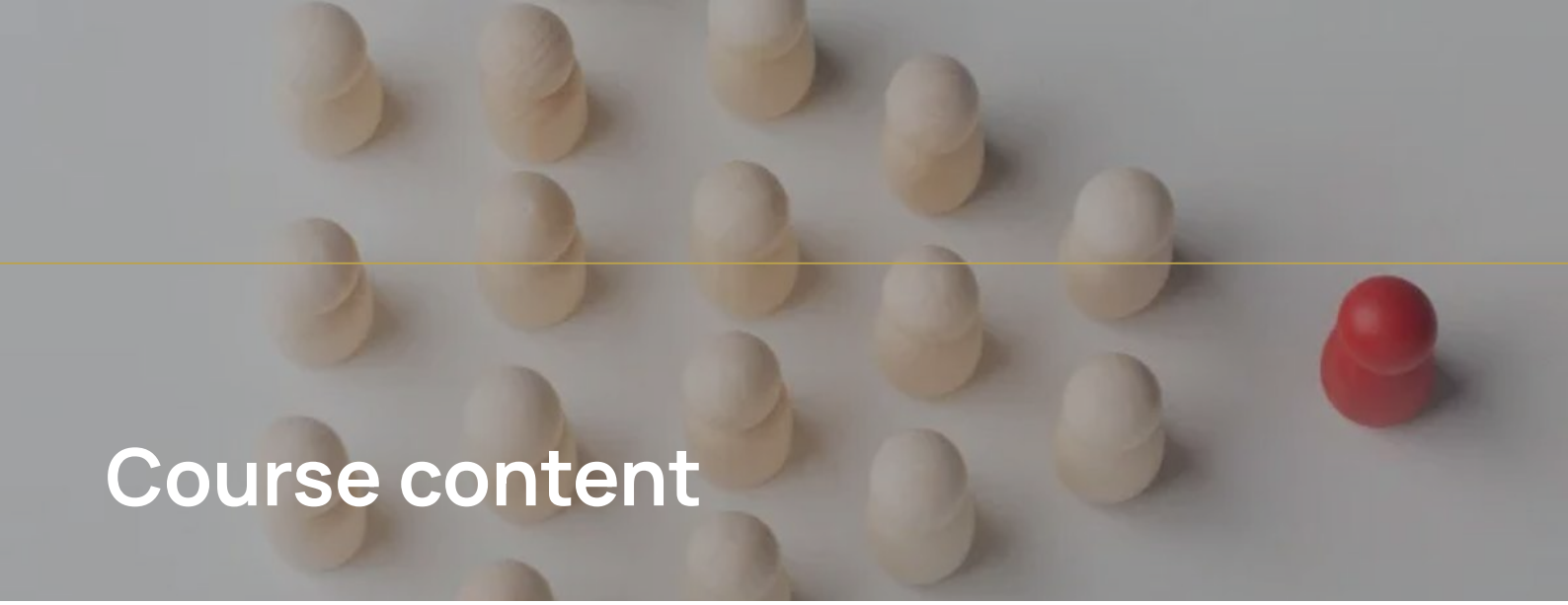
Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,250.–**
Cape Town Confirmed dates	4 Jan 2027	8 Jan 2027	**€1,890.–**
Online Confirmed dates	4 Jan 2027	8 Jan 2027	**€1,250.–**
Istanbul Confirmed dates	11 Jan 2027	15 Jan 2027	**€2,650.–**
Online Confirmed dates	11 Jan 2027	15 Jan 2027	**€1,250.–**
Amsterdam Confirmed dates	25 Jan 2027	29 Jan 2027	**€2,540.–**
Online Confirmed dates	25 Jan 2027	29 Jan 2027	**€1,250.–**
Singapore Confirmed dates	8 Feb 2027	12 Feb 2027	**€2,820.–**
Online Confirmed dates	8 Feb 2027	12 Feb 2027	**€1,250.–**



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Dates, venues and fees (continued)

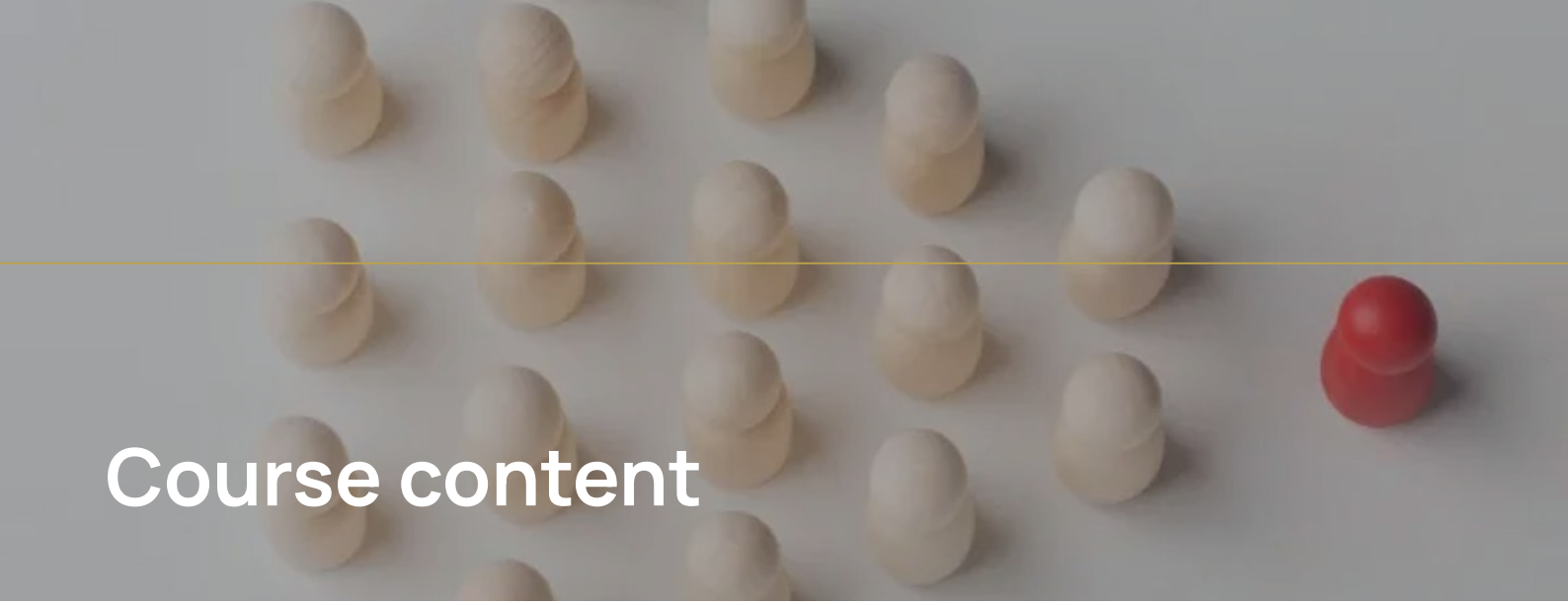
Venue	Start date	End date	Fee (EUR)
London Confirmed dates	22 Feb 2027	26 Feb 2027	**€2,450.–**
Online Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,250.–**
Dubai Confirmed dates	8 Mar 2027	12 Mar 2027	**€3,150.–**
Online Confirmed dates	8 Mar 2027	12 Mar 2027	**€1,250.–**
Cape Town Confirmed dates	15 Mar 2027	19 Mar 2027	**€1,890.–**
Online Confirmed dates	15 Mar 2027	19 Mar 2027	**€1,250.–**
Frankfurt Confirmed dates	22 Mar 2027	26 Mar 2027	**€2,650.–**
Online Confirmed dates	22 Mar 2027	26 Mar 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	12 Apr 2027	16 Apr 2027	**€1,450.–**



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Dates, venues and fees (continued)

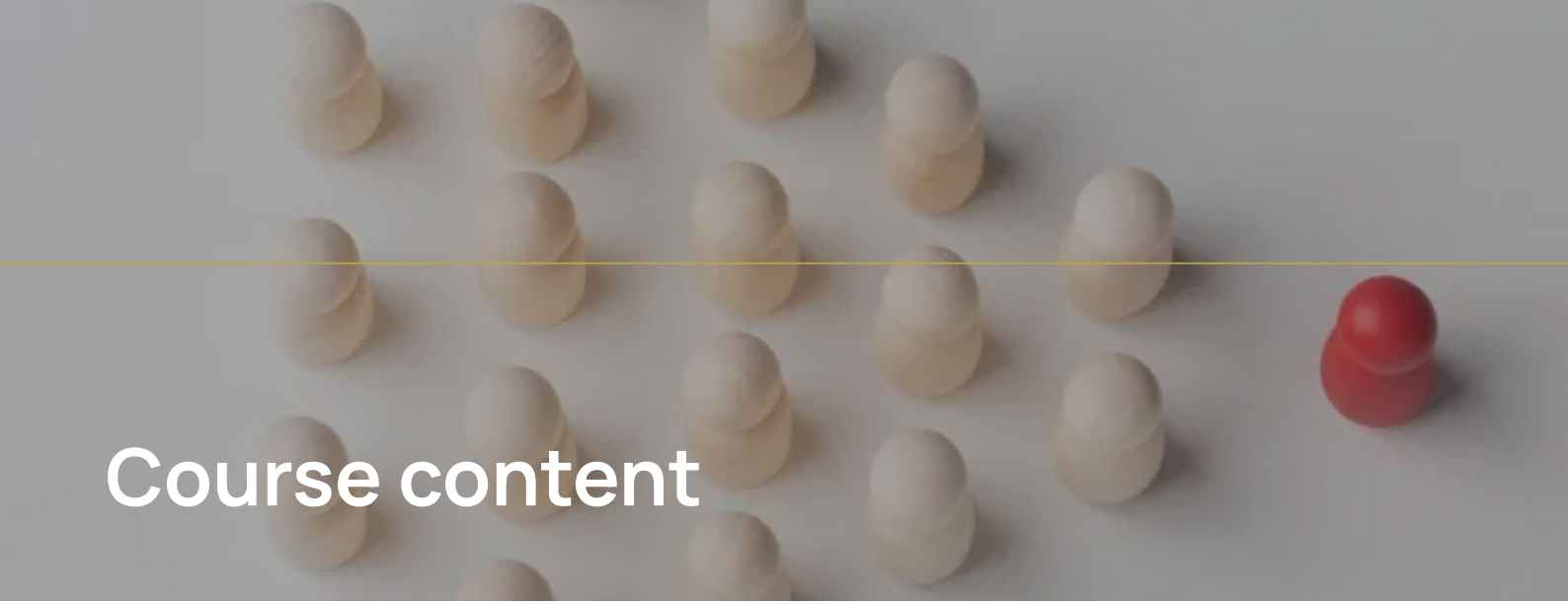
Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	12 Apr 2027	16 Apr 2027	**€1,250.-**
Paris Confirmed dates	26 Apr 2027	30 Apr 2027	**€2,860.-**
Online Confirmed dates	26 Apr 2027	30 Apr 2027	**€1,250.-**
Rome Confirmed dates	3 May 2027	7 May 2027	**€2,450.-**
Online Confirmed dates	3 May 2027	7 May 2027	**€1,250.-**
Istanbul Confirmed dates	10 May 2027	14 May 2027	**€2,650.-**
Online Confirmed dates	10 May 2027	14 May 2027	**€1,250.-**
Amsterdam Confirmed dates	24 May 2027	28 May 2027	**€2,540.-**
Online Confirmed dates	24 May 2027	28 May 2027	**€1,250.-**



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Dates, venues and fees (continued)

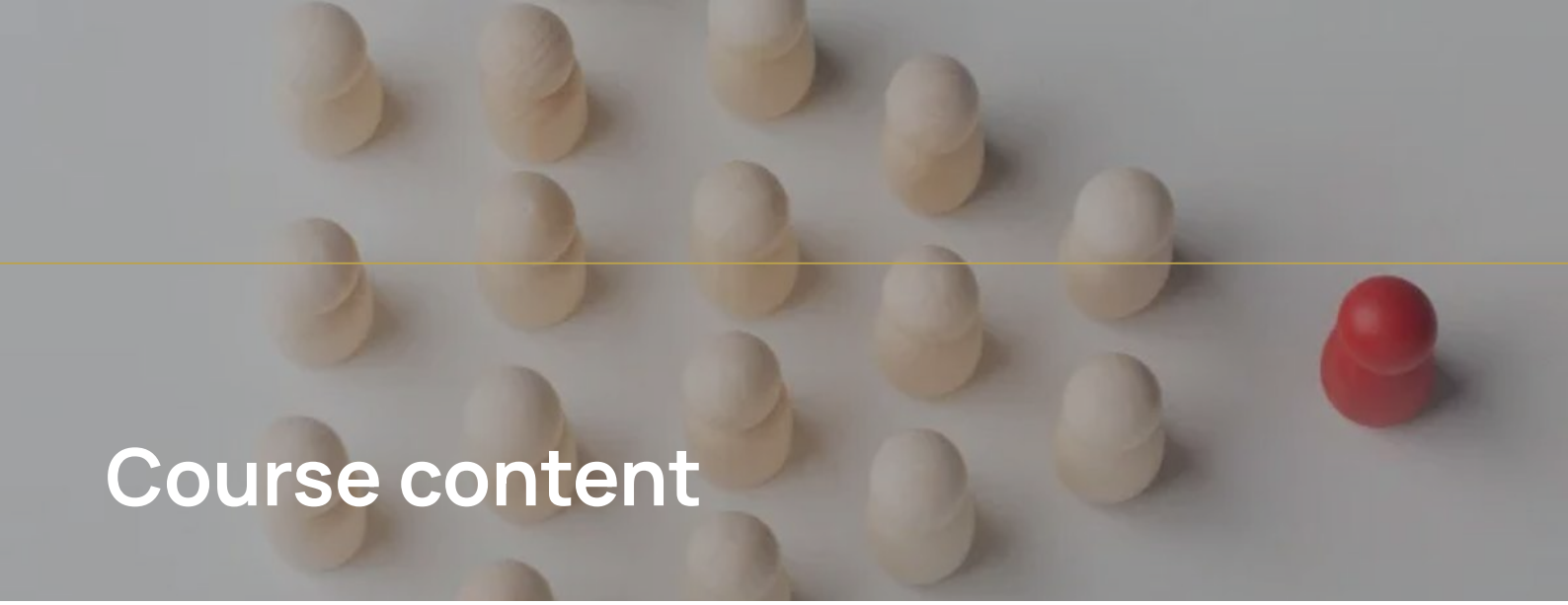
Venue	Start date	End date	Fee (EUR)
Singapore Confirmed dates	14 Jun 2027	18 Jun 2027	**€2,820.–**
Online Confirmed dates	14 Jun 2027	18 Jun 2027	**€1,250.–**
London Confirmed dates	21 Jun 2027	25 Jun 2027	**€2,450.–**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,250.–**
Barcelona Confirmed dates	5 Jul 2027	9 Jul 2027	**€2,840.–**
Online Confirmed dates	5 Jul 2027	9 Jul 2027	**€1,250.–**
Dubai Confirmed dates	12 Jul 2027	16 Jul 2027	**€3,150.–**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**€1,250.–**
Frankfurt Confirmed dates	26 Jul 2027	30 Jul 2027	**€2,650.–**



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Dates, venues and fees (continued)

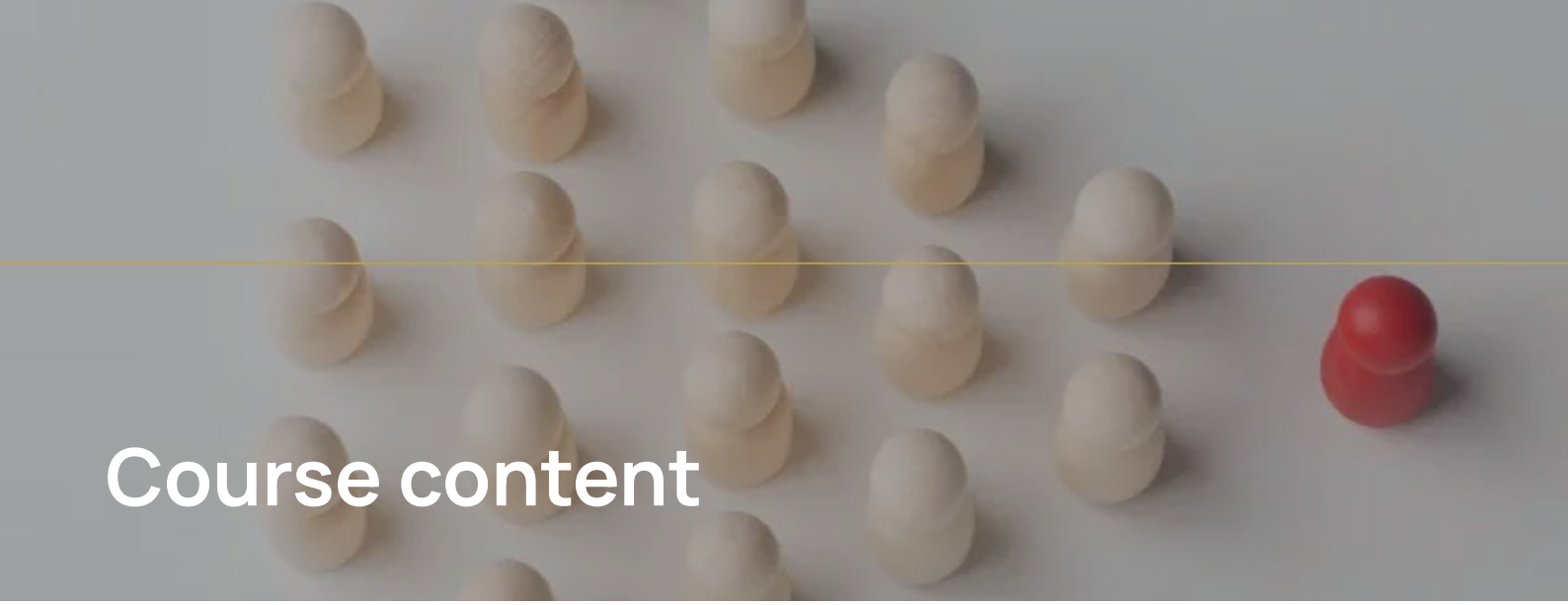
Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	26 Jul 2027	30 Jul 2027	**€1,250.-**
Kuala Lumpur Confirmed dates	9 Aug 2027	13 Aug 2027	**€1,450.-**
Online Confirmed dates	9 Aug 2027	13 Aug 2027	**€1,250.-**
Paris Confirmed dates	23 Aug 2027	27 Aug 2027	**€2,860.-**
Online Confirmed dates	23 Aug 2027	27 Aug 2027	**€1,250.-**
Rome Confirmed dates	6 Sept 2027	10 Sept 2027	**€2,450.-**
Online Confirmed dates	6 Sept 2027	10 Sept 2027	**€1,250.-**
Istanbul Confirmed dates	13 Sept 2027	17 Sept 2027	**€2,650.-**
Online Confirmed dates	13 Sept 2027	17 Sept 2027	**€1,250.-**



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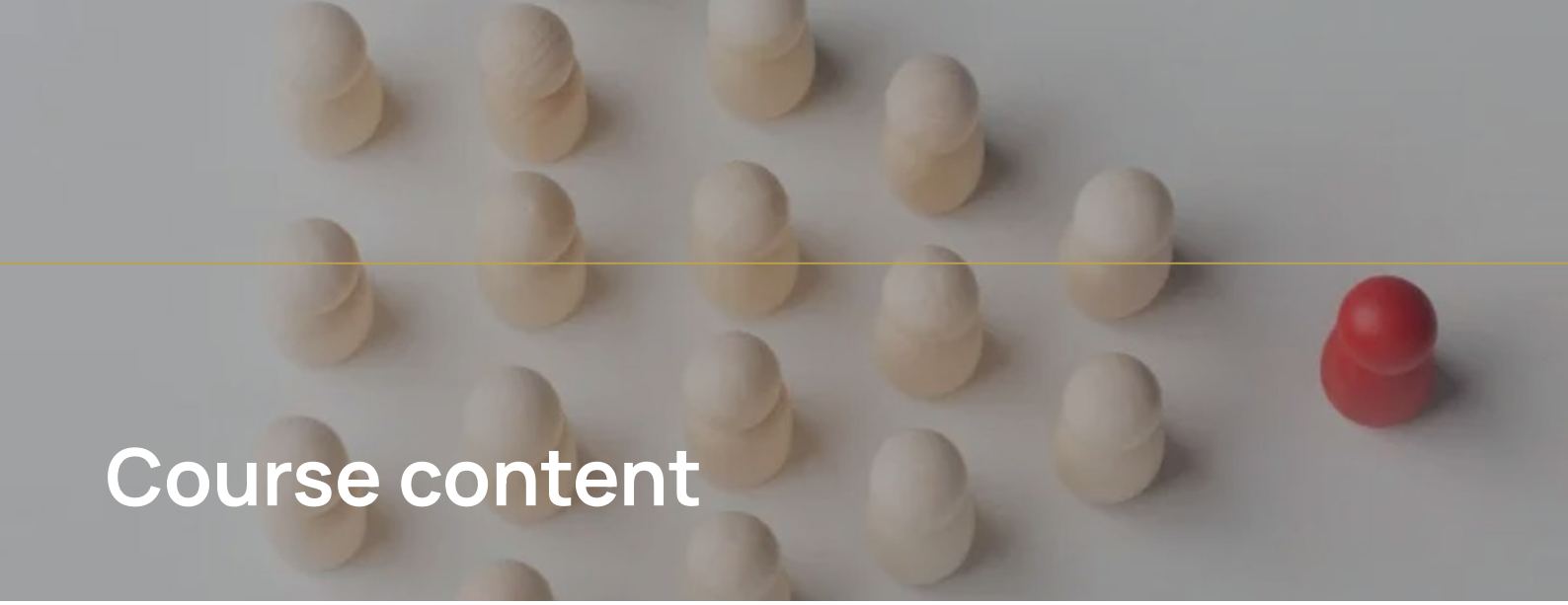
Venue	Start date	End date	Fee (EUR)
Amsterdam Confirmed dates	20 Sept 2027	24 Sept 2027	**€2,540.-**
Online Confirmed dates	20 Sept 2027	24 Sept 2027	**€1,250.-**
Singapore Confirmed dates	11 Oct 2027	15 Oct 2027	**€2,820.-**
Online Confirmed dates	11 Oct 2027	15 Oct 2027	**€1,250.-**
London Confirmed dates	25 Oct 2027	29 Oct 2027	**€2,450.-**
Online Confirmed dates	25 Oct 2027	29 Oct 2027	**€1,250.-**
Vienna Confirmed dates	1 Nov 2027	5 Nov 2027	**€2,940.-**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,250.-**
Dubai Confirmed dates	8 Nov 2027	12 Nov 2027	**€3,150.-**



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Dates, venues and fees (continued)

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Online Confirmed dates	8 Nov 2027	12 Nov 2027	**€1,250.–**
Frankfurt Confirmed dates	22 Nov 2027	26 Nov 2027	**€2,650.–**
Online Confirmed dates	22 Nov 2027	26 Nov 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	6 Dec 2027	10 Dec 2027	**€1,450.–**
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Paris Confirmed dates	13 Dec 2027	17 Dec 2027	**€2,860.–**
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Course content

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

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Contact Smart Horizon

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