

LEADERSHIP & MANAGEMENT | COURSE BROCHURE

The Senior Level Leadership Program

5 days | Classroom training | English

SMART HORIZON
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Course content

Why attend

This Senior Level Leadership Program equips experienced leaders with advanced skills in strategic decision-making, organisational change, and team dynamics. Participants will engage in practical scenarios to enhance their leadership effectiveness, fostering a culture of innovation and resilience within their organisations.

Senior leaders frequently encounter complex challenges that demand nuanced decision-making and strategic foresight. This program addresses the critical need for leaders to navigate organisational change, manage diverse teams, and drive performance in dynamic environments. By honing these essential skills, participants can better align their teams with organisational goals, enhance overall effectiveness, and foster a culture of accountability and innovation.
The ability to make informed decisions in high-pressure situations is vital for maintaining competitive advantage and ensuring long-term success in any organisation. Furthermore, the program prepares leaders to tackle emerging challenges and leverage opportunities in their respective industries.
Participants will engage in hands-on exercises that simulate real-world leadership dilemmas, enabling them to practise critical thinking and strategic planning.
The program focuses on developing capabilities such as conflict resolution, stakeholder engagement, and change management. Leaders will leave with actionable insights and tools to implement immediately, fostering a culture of collaboration and innovation within their organisations. By practising these skills, participants will be better equipped to lead their teams through challenges, inspire trust, and drive meaningful change that aligns with their strategic vision. Ultimately, this program empowers leaders to enhance their impact and effectiveness in their roles.

Professional Problems This Course Is Designed to Solve

- Leadership priorities misaligned across organisational functions.
- Difficulty making strategic decisions under uncertainty.
- Weak alignment between executive direction, culture and execution.

Course methodology

The program employs a blend of case studies, role-playing, and group discussions to immerse participants in realistic leadership scenarios. Each day includes workshops where leaders will analyse case studies relevant to their industries, engage in simulations that mimic high-stakes decision-making, and collaborate on problem-solving exercises. Participants will produce strategic action plans, leadership frameworks, and stakeholder engagement strategies as evidence of their learning. This hands-on approach ensures that participants can apply theoretical knowledge to practical situations, enhancing their ability to lead effectively and make informed decisions in their organisations. The integration of peer feedback and reflection further solidifies their learning experience.



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Course objectives

By the end of this course, participants will be able to:
• Analyse complex leadership scenarios to identify strategic opportunities and risks within organisational contexts.
• Design a stakeholder engagement plan that addresses diverse interests and influences across the organisation.
• Assess team dynamics to enhance collaboration and improve overall performance metrics.
• Justify leadership decisions using data-driven insights and ethical considerations relevant to organisational goals.
• Construct a change management strategy that aligns with organisational objectives and addresses potential resistance.
• Prioritise initiatives that drive innovation and resilience in teams to meet evolving business needs.
• Evaluate the effectiveness of leadership strategies in real-world contexts to inform future decisions.
• Develop a comprehensive leadership action plan that integrates learned strategies for immediate implementation.

Target audience

This course is suitable for:
• Senior executives responsible for strategic direction and organisational performance.
• Directors leading cross-functional teams in complex environments.
• Vice Presidents overseeing significant organisational change initiatives.
• Senior managers tasked with developing leadership capabilities within their teams.

Target competencies

Participants will develop competencies in:
• Strategic decision-making in complex environments.
• Effective stakeholder engagement and communication.
• Change management and organisational development.
• Conflict resolution and negotiation skills.
• Team dynamics and performance enhancement.
• Innovation leadership and fostering a resilient culture.
• Data analysis for informed decision-making.
• Leadership action planning and implementation.

Course outline



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Day 1: Navigating Complex Leadership Challenges

Applied activity: Participants will analyse a case study of a company facing a leadership crisis, identifying key decisions made and their outcomes. They will discuss alternative strategies that could have been employed to mitigate the crisis and improve results, focusing on ethical considerations and stakeholder impacts.
Output: A report summarising the analysis, alternative strategies, and lessons learned.

09:00–09:54	Understanding the landscape of senior leadership roles and responsibilities in modern organisations.
09:54–10:48	Identifying key challenges in strategic decision-making processes and their implications.
10:48–11:00	Exploring the impact of organisational culture on leadership effectiveness and team performance.
11:00–11:30	**Coffee break**
11:30–12:12	Exploring the impact of organisational culture on leadership effectiveness and team performance. (continued)
12:12–13:06	Assessing personal leadership styles and their influence on team dynamics and outcomes.
13:06–14:00	Developing a framework for ethical leadership practices that promote integrity.

Day 2: Strategic Stakeholder Engagement

Applied activity: In groups, participants will create a stakeholder engagement plan for a proposed organisational change, identifying key stakeholders, their interests, and strategies for effective engagement and communication throughout the process. They will present their plans and receive feedback from peers.
Output: A comprehensive stakeholder engagement plan that outlines strategies and key actions.

09:00–09:54	Mapping stakeholders and their influence on organisational success and decision-making processes.
09:54–10:48	Developing effective communication strategies for diverse stakeholders and audiences across various levels.
10:48–11:00	Engaging stakeholders in the decision-making process to enhance buy-in and commitment to initiatives.
11:00–11:30	**Coffee break**
11:30–12:12	Engaging stakeholders in the decision-making process to enhance buy-in and commitment to initiatives. (continued)



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12:12–13:06	Building trust and credibility with key stakeholders through transparency and consistent communication.
13:06–14:00	Evaluating the impact of stakeholder engagement on organisational outcomes and performance metrics.

Day 3: Enhancing Team Dynamics and Performance

Applied activity: Participants will role-play a scenario involving team conflict, practising conflict resolution techniques and feedback delivery. They will reflect on the effectiveness of their approaches and consider alternative strategies for resolving conflicts and enhancing team cohesion.
Output: A reflective analysis of the role-play experience and proposed solutions for conflict resolution.

09:00–09:54	Understanding team roles and dynamics in leadership contexts and their impact on overall performance.
09:54–10:48	Techniques for fostering collaboration and trust within teams to enhance effectiveness and morale.
10:48–11:00	Identifying and addressing team conflicts effectively through structured approaches and mediation techniques.
11:00–11:30	**Coffee break**
11:30–12:12	Identifying and addressing team conflicts effectively through structured approaches and mediation techniques. (continued)
12:12–13:06	Utilising feedback mechanisms to improve team performance and individual development.
13:06–14:00	Implementing performance metrics to assess team effectiveness and inform leadership decisions.

Day 4: Driving Change Management Initiatives

Applied activity: Participants will work in teams to design a change management strategy for a fictional organisational change, addressing potential challenges, stakeholder concerns, and strategies for overcoming resistance. They will present their strategies and discuss implementation plans.
Output: A detailed change management strategy document that outlines key actions and metrics.

09:00–09:54	Principles of effective change management in organisations and their application to real-world scenarios.
09:54–10:48	Developing a change management strategy aligned with organisational goals and vision, considering potential barriers.



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10:48–11:00	Communicating change effectively to all levels of the organisation to ensure understanding and support.
11:00–11:30	**Coffee break**
11:30–12:12	Communicating change effectively to all levels of the organisation to ensure understanding and support. (continued)
12:12–13:06	Overcoming resistance to change through leadership and engagement strategies tailored to different audiences.
13:06–14:00	Measuring the success of change initiatives and their impact on organisational culture and employee engagement.

Day 5: Integrating Leadership Practices for Innovation

Applied activity: Participants will develop an integrated leadership action plan that incorporates strategies for innovation, stakeholder engagement, and change management, applying insights from the entire course to a real-world scenario. They will collaborate to refine their plans based on peer feedback.
Output: A comprehensive leadership action plan that outlines key initiatives and expected outcomes.

09:00–09:54	Cultivating a culture of innovation within teams and across the organisation to drive performance.
09:54–10:48	Identifying barriers to innovation and strategies to overcome them effectively through leadership.
10:48–11:00	Leveraging diverse perspectives for creative problem-solving and decision-making in teams.
11:00–11:30	**Coffee break**
11:30–12:12	Leveraging diverse perspectives for creative problem-solving and decision-making in teams. (continued)
12:12–13:06	Aligning innovation initiatives with organisational strategy and objectives for maximum impact.
13:06–14:00	Evaluating the impact of innovation on organisational performance and sustainability through metrics.

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.



Course content

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	16 Nov 2026	20 Nov 2026	**€3,150.–**
Online Confirmed dates	16 Nov 2026	20 Nov 2026	**€1,250.–**
Rome Confirmed dates	23 Nov 2026	27 Nov 2026	**€2,450.–**
Online Confirmed dates	23 Nov 2026	27 Nov 2026	**€1,250.–**
Frankfurt Confirmed dates	7 Dec 2026	11 Dec 2026	**€2,650.–**
Online Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,250.–**
Kuala Lumpur Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,450.–**
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,250.–**
Paris Confirmed dates	4 Jan 2027	8 Jan 2027	**€2,860.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	4 Jan 2027	8 Jan 2027	**€1,250.-**
Istanbul Confirmed dates	18 Jan 2027	22 Jan 2027	**€2,650.-**
Online Confirmed dates	18 Jan 2027	22 Jan 2027	**€1,250.-**
Amsterdam Confirmed dates	1 Feb 2027	5 Feb 2027	**€2,540.-**
Online Confirmed dates	1 Feb 2027	5 Feb 2027	**€1,250.-**
Singapore Confirmed dates	15 Feb 2027	19 Feb 2027	**€2,820.-**
Online Confirmed dates	15 Feb 2027	19 Feb 2027	**€1,250.-**
Cape Town Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,890.-**
Online Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
London Confirmed dates	1 Mar 2027	5 Mar 2027	**€2,450.–**
Online Confirmed dates	1 Mar 2027	5 Mar 2027	**€1,250.–**
Dubai Confirmed dates	15 Mar 2027	19 Mar 2027	**€3,150.–**
Online Confirmed dates	15 Mar 2027	19 Mar 2027	**€1,250.–**
Frankfurt Confirmed dates	5 Apr 2027	9 Apr 2027	**€2,650.–**
Online Confirmed dates	5 Apr 2027	9 Apr 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	19 Apr 2027	23 Apr 2027	**€1,450.–**
Online Confirmed dates	19 Apr 2027	23 Apr 2027	**€1,250.–**
Cape Town Confirmed dates	26 Apr 2027	30 Apr 2027	**€1,890.–**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	26 Apr 2027	30 Apr 2027	**€1,250.-**
Paris Confirmed dates	3 May 2027	7 May 2027	**€2,860.-**
Online Confirmed dates	3 May 2027	7 May 2027	**€1,250.-**
Istanbul Confirmed dates	17 May 2027	21 May 2027	**€2,650.-**
Online Confirmed dates	17 May 2027	21 May 2027	**€1,250.-**
Amsterdam Confirmed dates	7 Jun 2027	11 Jun 2027	**€2,540.-**
Online Confirmed dates	7 Jun 2027	11 Jun 2027	**€1,250.-**
Singapore Confirmed dates	21 Jun 2027	25 Jun 2027	**€2,820.-**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,250.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Barcelona Confirmed dates	28 Jun 2027	2 Jul 2027	**€2,840.-**
Online Confirmed dates	28 Jun 2027	2 Jul 2027	**€1,250.-**
London Confirmed dates	5 Jul 2027	9 Jul 2027	**€2,450.-**
Online Confirmed dates	5 Jul 2027	9 Jul 2027	**€1,250.-**
Dubai Confirmed dates	19 Jul 2027	23 Jul 2027	**€3,150.-**
Online Confirmed dates	19 Jul 2027	23 Jul 2027	**€1,250.-**
Frankfurt Confirmed dates	2 Aug 2027	6 Aug 2027	**€2,650.-**
Online Confirmed dates	2 Aug 2027	6 Aug 2027	**€1,250.-**
Kuala Lumpur Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,450.-**



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Dates, venues and fees (continued)

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Online Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,250.-**
Rome Confirmed dates	23 Aug 2027	27 Aug 2027	**€2,450.-**
Online Confirmed dates	23 Aug 2027	27 Aug 2027	**€1,250.-**
Paris Confirmed dates	6 Sept 2027	10 Sept 2027	**€2,860.-**
Online Confirmed dates	6 Sept 2027	10 Sept 2027	**€1,250.-**
Istanbul Confirmed dates	20 Sept 2027	24 Sept 2027	**€2,650.-**
Online Confirmed dates	20 Sept 2027	24 Sept 2027	**€1,250.-**
Amsterdam Confirmed dates	4 Oct 2027	8 Oct 2027	**€2,540.-**
Online Confirmed dates	4 Oct 2027	8 Oct 2027	**€1,250.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Singapore Confirmed dates	18 Oct 2027	22 Oct 2027	**€2,820.–**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,250.–**
Vienna Confirmed dates	25 Oct 2027	29 Oct 2027	**€2,940.–**
Online Confirmed dates	25 Oct 2027	29 Oct 2027	**€1,250.–**
London Confirmed dates	1 Nov 2027	5 Nov 2027	**€2,450.–**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,250.–**
Dubai Confirmed dates	15 Nov 2027	19 Nov 2027	**€3,150.–**
Online Confirmed dates	15 Nov 2027	19 Nov 2027	**€1,250.–**
Frankfurt Confirmed dates	6 Dec 2027	10 Dec 2027	**€2,650.–**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	6 Dec 2027	10 Dec 2027	**€1,250.-**
Kuala Lumpur Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,450.-**
Online Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,250.-**

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.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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