



**SCANDINAVIAN ACADEMY**  
For Training and Development

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## Course: Effective Organisational Leadership

| Code | City                | hotel         | Start      | End        | price  | Hours |
|------|---------------------|---------------|------------|------------|--------|-------|
| 531  | Zagreb<br>(Croatia) | Hotel Meeting | 2024-09-09 | 2024-09-13 | 4950 € | 25    |

### Why Choose this Training Course ?

It is understood that Leadership is required throughout the organisation - and at all levels - but what does this actually look like? The three levels of Strategic, Tactical and Operational Leadership provide the required leadership framework needed for organizational success.

This highly interactive and engaging programme will help to highlight your leadership preference level, as well as provide a complete, holistic view of leadership within an organisation. It is vitally important to understand each level to gain a greater appreciation of Organizational Leadership and how the three levels interact and complement each other.

Gaining this knowledge will provide the correct leadership style to apply to the situation, help develop a unified organisation culture as well as the systems to achieve the strategic goals, in addition it will provide powerful behavioural skills to influence and motivate others. All of these skills and knowledge are essential for leading, as well as achieving, organizational success and sustainability in the modern world.

### This training course will feature:

- The fundamental principles common to all types of leadership, and the characteristics of strategic, operational and tactical leadership
- Strategic leadership: formulating and communicating the vision, mission, objectives and strategy of the organisation
- Operational leadership: creating and leading the systems, structures, processes



and resources to achieve the strategic goals and create winning conditions for tactical leaders

- Tactical leadership: front-line leadership and team influence to achieve the organisation's mission, vision and goals
- Creating the right culture and the organisational leadership for success, and key skills and tools for powerful influential organisational leadership

## **What are the Goals?**

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

- Understand and apply the Organisational Leadership system
- Formulate and communicate a compelling strategy/vision
- Create winning conditions for Tactical Leaders
- Leverage Operational Leadership to achieve the goals
- Create a visionary, strategy-based organisation

## **Who is this Training Course for?**

**This training course is suitable to a wide range of professionals but will greatly benefit:**

- Senior Management and Organisation Leadership Team Members
- Professionals and Leaders responsible for Strategy, Business Development, Organisational Development (OD) and HR
- Intermediate and advanced level managers
- Line and functional managers

## **How will this Training Course be Presented?**



This training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes speaker input, highly engaging and active discussions, targeted case studies and practical exercises, specific topic relevant videos, a Leadership Profile assessment including facilitated 1-2-1 personal feedback on the results.

## **The Course Content**

### **Understanding Organisational Leadership**

- Defining Leadership in an Organisation
- Key behavioural factors in Leadership
- Leading in the modern world: VUCA
- Understanding strategic, operational, and tactical leadership
- Leading Change in an organisation
- Leadership assessment: Strategic, Operational, Tactical?

### **Vision and Strategy: Strategic Leadership**

- Characteristics of Strategic Leaders
- Strategic data and planning factors
- Developing Strategy: Mission or Mantra?
- Building your Leadership brand
- Inspirational engagement and influence
- Communicate and cascading Strategy to gain buy-in

### **Implement & Perform: Tactical Leadership**

- Characteristics and behaviours of Tactical Leaders
- Tactical Intelligence data and planning
- Managing performance and motivation
- Understanding Team Dynamics



- Building Team cohesiveness
- Coach and engage for success

## **Linking Strategic to Tactical: Operational Leadership**

- Characteristics and requirements of Operational Leaders
- Mastering Operational Management principles
- Linking strategic goals to tactical objectives
- Managing key stakeholders: cross-departmental cooperation
- Managing Operational Meetings
- Turning negative ideas in to positive achievements

## **Creating the Leadership Organisation**

- Creating an organisational culture
- Developing a collaborative vision and strategy
- Continuous improvement for organisational success
- Working across boundaries: virtual leadership
- Collaborative Organisation: group exercise
- Action Planning & Next steps



**The Scandinavian Academy for Training and Development employs modern methods in training and skills development, enhancing the efficiency of human resource development. We follow these practices:**

- **Theoretical Lectures:**

- We deliver knowledge through advanced presentations such as PowerPoint and visual materials, including videos and short films.

- **Scientific Assessment:**

- We evaluate trainees skills before and after the course to ensure their progress.

- **Brainstorming and Interaction:**

- We encourage active participation through brainstorming sessions and applying concepts through role play.

- **Practical Cases:**

- We provide practical cases that align with the scientific content and the participants specific needs.

- **Examinations:**

- Tests are conducted at the end of the program to assess knowledge retention.

- **Educational Materials:**

- We provide both printed and digital scientific and practical materials to participants.

- **Attendance and Final Result Reports:**

- We prepare detailed attendance reports for participants and offer a comprehensive program evaluation.

- **Professionals and Experts:**

- The programs scientific content is prepared by the best professors and trainers in various fields.

- **Professional Completion Certificate:**

- Participants receive a professional completion certificate issued by the Scandinavian Academy for Training and Development in the Kingdom of Sweden, with the option for international authentication.

- **Program Timings:**

- Training programs are held from 10:00 AM to 2:00 PM and include buffet sessions for light meals during lectures.