Advanced People Performance & Strategic Leadership Programme for Directors Training Course

Professional Development Training Course Outline

Category	CEOs and Directors	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s volatile, uncertain, complex, and ambiguous (VUCA) business environment, directors are expected to demonstrate transformational leadership, strategic agility, and high-performance people management capabilities. The Advanced People Performance & Strategic Leadership Programme is a cutting-edge executive course designed to equip directors with future-ready leadership competencies, data-driven decision-making skills, and high-impact organizational performance strategies. This programme integrates AI-driven leadership insights, emotional intelligence (EQ), and performance optimization frameworks to enable directors to lead with clarity, resilience, and innovation.

The course emphasizes strategic execution excellence, talent optimization, corporate governance, and sustainable leadership practices. Participants will gain actionable insights into performance culture transformation, stakeholder alignment, and organizational growth acceleration. Through real-world case studies, simulations, and peer learning, directors will strengthen their ability to drive business performance, employee engagement, and long-term organizational success in a digitally disrupted global economy.

Programme Curriculum

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Course Objectives

1. Develop strategic leadership agility for dynamic environments
2. Enhance high-performance team management capabilities
3. Apply data-driven decision-making frameworks
4. Strengthen emotional intelligence (EQ) in leadership
5. Drive organizational performance optimization strategies
6. Implement talent management and succession planning
7. Foster innovation leadership and digital transformation
8. Build resilient and adaptive leadership models
9. Improve stakeholder engagement and governance practices
10. Lead culture transformation and employee engagement
11. Integrate AI and analytics in leadership decisions
12. Strengthen strategic communication and influence
13. Enhance risk management and business continuity leadership

Target Audience

1. Board Directors
2. Executive Directors & CEOs
3. Senior Managers & Department Heads
4. HR Directors & Talent Leaders
5. Strategy & Business Development Executives
6. Government & Public Sector Leaders
7. NGO & International Organization Directors
8. Emerging Leaders preparing for Board roles

Course Outline

Module 1: Strategic Leadership in a VUCA World

- Understanding VUCA dynamics
- Strategic foresight & scenario planning
- Adaptive leadership models
- Decision-making under uncertainty
- Case Study: Leading through crisis transformation

Module 2: High-Performance Leadership Frameworks

- Performance management systems
- KPI alignment strategies
- OKRs & balanced scorecard
- Accountability culture
- Case Study: High-performing global organizations

Module 3: Emotional Intelligence & Executive Presence

- Self-awareness & self-regulation
- Empathy in leadership
- Influence & persuasion skills
- Conflict management
- Case Study: Leadership failures vs success

Module 4: Talent Optimization & Workforce Strategy

- Talent acquisition strategies
- Succession planning
- Workforce analytics
- Skills future-proofing
- Case Study: Talent transformation models

Module 5: Organizational Culture & Engagement

- Culture diagnostics tools
- Employee engagement strategies
- Change management frameworks
- Leadership communication
- Case Study: Culture turnaround success

Module 6: Data-Driven Decision Making

- Business intelligence tools
- Data analytics for leaders
- Predictive decision-making
- AI integration in leadership
- Case Study: Data-led transformation

Module 7: Strategic Communication & Influence

- Executive communication
- Stakeholder engagement
- Negotiation strategies
- Crisis communication
- Case Study: Corporate reputation recovery

Module 8: Innovation & Digital Transformation

- Digital leadership mindset
- Innovation frameworks
- Disruptive technologies
- Agile leadership

- Case Study: Digital transformation success

Module 9: Corporate Governance & Ethics

- Governance frameworks
- Board effectiveness
- Ethical leadership
- Compliance & risk
- Case Study: Governance failures

Module 10: Financial Acumen for Directors

- Financial statement analysis
- Budgeting & forecasting
- Value creation strategies
- Investment decision-making
- Case Study: Financial turnaround

Module 11: Risk Management & Business Continuity

- Enterprise risk management
- Crisis leadership
- Business continuity planning
- Resilience strategies
- Case Study: Crisis recovery leadership

Module 12: Change Leadership & Transformation

- Change management models
- Leading transformation
- Resistance management
- Strategic alignment
- Case Study: Organizational transformation

Module 13: Stakeholder Management & Partnerships

- Stakeholder mapping
- Strategic alliances
- Public-private partnerships
- Influence strategies
- Case Study: Multi-stakeholder success

Module 14: Sustainability & ESG Leadership

- ESG frameworks
- Sustainable strategy
- Social impact leadership
- Governance integration
- Case Study: ESG-driven growth

Module 15: Personal Leadership Development Plan

- Leadership self-assessment

- Strengths & gaps analysis
- Personal branding
- Coaching & mentoring
- Case Study: Leadership growth journeys

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org **or call** *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com