

Course : Executive and Operational Leadership

Decide, Influence, Embody

Practical course - 2d - 14h00 - Ref. D1E

Price : 1680 CHF E.T.

NEW

A leader's leadership does not rest solely on their expertise or hierarchical authority. It is built on their ability to provide clear direction, make decisions in the face of uncertainty, embody a vision, and sustainably engage their teams and stakeholders. This training enables executives to strengthen their executive presence, adapt their approach to strategic situations, and develop credible, consistent leadership that fosters commitment.

Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Develop credible leadership that is consistent with one's role as a leader
- ✓ Adapting one's approach to different decision-making and transformation contexts
- ✓ Sustainably engage teams and stakeholders around a shared vision
- ✓ Strengthen one's influence by prioritizing trust, accountability, and leading by example
- ✓ Develop a growth plan to sustainably improve one's leadership practices

Intended audience

Corporate executives (CEO, Managing Director, Deputy Managing Director), members of the Executive Committee/Management Committee.

Prerequisites

None

Practical details

Teaching methods

Self-assessment of one's practices and leadership style; individual and group reflection; practical exercises; role-playing scenarios. Toolkit: Leadership Map, Leadership Identity Canvas, Leadership Shadow, Golden Circle, Wrap, Grow, DESC. Method: collective intelligence, analysis of practices, deliverables

PARTICIPANTS

Corporate executives (CEO, Managing Director, Deputy Managing Director), members of the Executive Committee/Management Committee.

PREREQUISITES

None

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

Course schedule

1 Understanding the Fundamentals of Leadership

Compétences visées

- Defining the Characteristics of Executive Leadership
- Distinguishing Between Leadership, Management, Power, and Influence
- Identify the factors that build credibility, trust, and legitimacy
- Recognizing behaviors that foster long-term engagement
- Clarify the teams' expectations of a leader

Activités pédagogiques

- Sharing the Characteristics of Inspiring Leadership
- Sharing the Characteristics of Inspiring Leadership

Outils et méthodes

- Leadership Cards
- Collective Intelligence

2 Assessing Your Leadership Skills

Compétences visées

- Identify your leadership strengths and areas for improvement
- Identify the impact of one's leadership style on one's environment
- Clarify the discrepancies between the desired posture and the observed posture
- Set a Priority Goal for Growth

Activités pédagogiques

- Conducting a Leadership Assessment
- Identify situations in which one's leadership is most effective—or not, as perceived by others

Outils et méthodes

- Leadership Identity Canvas
- Leadership Shadow
- Deliverable: Individual Assessment

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

3 Mastering Key Leadership Situations

Compétences visées

- Share an inspiring vision and provide meaning (Provide direction)
- Making Decisions in the Face of Uncertainty While Taking Responsibility for One's Choices (Deciding)
- Developing employees' autonomy and sense of responsibility (Helping them grow)
- Addressing Inappropriate Behavior While Preserving the Relationship (Addressing)
- Building sustained momentum around a project or transformation (Mobilize)

Activités pédagogiques

- Identify the most critical leadership situation in your current context
- Develop an action plan tailored to a real-world situation
- Leading a Strategic Meeting in the Face of Mixed Reactions

Outils et méthodes

- Golden Circle
- Wrap
- Grow
- DESC

4 Exercising Leadership Under Pressure

Compétences visées

- Maintain a calm and credible demeanor under pressure
- Adapting Your Leadership Style Based on How Others Respond
- Make quick decisions without losing the group's support
- Maintaining Cohesion Despite Tensions

Activités pédagogiques

- Recognizing Your Reactions to Pressure
- Manage a simulated crisis involving multiple stakeholders. Respond to a team dispute. Announce an unpopular decision.

Outils et méthodes

- Constructive feedback
- Practice Analyses

5 Formalizing Your Leadership Contract

- Leadership Agreement
- SMART
- Individual Action Plan
- Deliverable: Progress Roadmap

Compétences visées

- Identify your strengths and areas for improvement
- Identify the key behaviors to develop
- Define concrete and measurable commitments
- Develop a short- and medium-term action plan
- Identify the indicators used to assess one's progress

Activités pédagogiques

- Developing Your Leadership Contract
- Present your commitments and gather feedback from the group
- Develop a personalized development plan to strengthen your impact as a leader over the long term

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Dates and locations

REMOTE CLASS

2026 : 3 Dec.

2027 : 25 Mar., 28 June, 16 Sep., 6 Dec.