High Impact Leadership: Mastering Influence & Execution

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Paris (France)

UK Traininig
PARTNER



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Why This Course

High-impact leaders do more than manage responsibilities. They influence direction, inspire people, make confident decisions, drive execution, and help organizations move forward in complex and changing environments.

In today's workplace, leaders are expected to communicate with clarity, build trust, align teams around strategy, manage performance, navigate organizational politics, and lead change with confidence. They also need to create a leadership style that delivers results while encouraging innovation, resilience, and collaboration.

This intensive 1-week program equips leaders with the essential skills to make a meaningful impact in their organizations. Through practical frameworks, case discussions, interactive exercises, communication practice, and action planning, participants will strengthen their ability to influence others, execute strategic initiatives, lead high-performing teams, and manage change successfully.

What You'll Learn and Practice

By joining this program, you will:

- Understand different leadership styles and their impact on teams and organizations.
- Strengthen emotional intelligence, trust, credibility, and leadership presence.
- Develop a personal leadership brand that supports influence and results.
- Craft and communicate compelling visions and strategies.
- Apply strategic thinking and planning tools to business challenges.
- Use decision-making frameworks in complex situations.
- Align organizational culture with strategic priorities.
- Apply advanced influencing and persuasive communication techniques.
- Use storytelling to inspire action and strengthen commitment.
- Navigate organizational politics with professionalism and confidence.
- Build and leverage networks to support strategic initiatives.
- Set and cascade goals effectively.
- Manage performance, feedback, conflict, and difficult conversations.
- Lead change, foster innovation, and build organizational resilience.



The Program Flow

Day 1: Foundations of High-Impact Leadership

- Understanding leadership styles and their impact.
- The difference between routine leadership and high-impact leadership.
- Emotional intelligence in leadership.
- Building trust, credibility, and professional influence.
- Personal leadership brand development.
- Recognizing strengths, blind spots, and development priorities.
- Practical exercise: Creating a personal leadership profile and growth focus.

Day 2: Strategic Thinking and Vision

- Strategic analysis and planning.
- Identifying priorities, opportunities, risks, and organizational capabilities.
- Crafting a compelling vision.
- Communicating strategy in a way that creates clarity and commitment.
- Decision-making frameworks for leaders.
- Aligning organizational culture with strategy.
- Workshop: Developing and communicating a strategic vision for a leadership challenge.

Day 3: Influence and Communication

- Advanced influencing techniques.
- Understanding stakeholder interests, motivations, and resistance points.
- Persuasive communication and storytelling.
- Navigating organizational politics.
- Building and leveraging networks.
- Communicating with confidence across levels and functions.
- Role play: Influencing a key stakeholder to support a strategic initiative.

Day 4: Driving Execution and Performance

- Setting and cascading goals.
- Translating strategy into team priorities and measurable outcomes.
- Performance management and feedback.
- Leading high-performing teams.
- Managing conflict and difficult conversations.
- Building accountability, ownership, and follow-through.
- Practical exercise: Designing a team performance and execution plan.



Day 5: Leading Change and Innovation

- Change management models and best practices.
- Leading people through uncertainty and transition.
- Fostering innovation and creativity.
- Overcoming resistance to change.
- Building organizational resilience.
- Sustaining momentum and learning during transformation.
- Final activity: Developing a personalized leadership action plan for immediate implementation.

Individual Impact

- Strengthen confidence as a leader who can influence and deliver results.
- Improve communication, storytelling, and stakeholder influence skills.
- Build stronger strategic thinking and decision-making capability.
- Enhance emotional intelligence and personal leadership presence.
- Improve skills in team leadership, feedback, and performance management.
- Increase confidence in navigating complex organizational challenges and change.

Work Impact

- Improve leadership alignment around strategy and execution.
- Strengthen team performance, accountability, and engagement.
- Increase stakeholder buy-in for strategic initiatives.
- Improve communication and collaboration across departments.
- Support stronger change adoption and organizational resilience.
- Foster a culture of innovation, ownership, and high performance.

Training Methodology

This program uses a practical and leadership-focused approach designed for real organizational challenges. Learning methods include:

- Interactive discussions and guided facilitation.
- Leadership style and emotional intelligence self-assessments.
- Strategic thinking and vision development exercises.
- Influencing, storytelling, and communication practice.
- Stakeholder and organizational politics scenarios.
- Performance management and difficult conversation role plays.
- Change leadership and innovation workshops.
- Peer feedback, facilitator coaching, and personal action planning.



Beyond the Course

Upon completion, participants will be prepared to lead with greater influence, clarity, and impact. They will return ready to:

- Implement a personalized leadership action plan.
- Influence key stakeholders and drive strategic initiatives.
- Communicate vision and strategy with confidence.
- Lead high-performing teams with stronger accountability.
- Manage conflict and difficult conversations more effectively.
- Lead change, foster innovation, and help their organizations move forward with resilience.

