Strategic Leadership for Executive Teams and Boards Training Course

28 Dec 2026 - 01 Jan 2027

Berlin

5800 € (Per Person)

Ref: #CS8111_184287

Course Introduction / Overview:

This intensive training course is designed to forge exceptional synergy between executive leadership teams and boards of directors, transforming them into a unified force for organizational success. In today's volatile business environment, the alignment and performance of top leadership are not just advantageous; they are critical for survival and growth. This program moves beyond conventional leadership theories to address the complex dynamics, strategic challenges, and governance responsibilities that define high-stakes decision-making. Drawing on foundational concepts from thought leaders like Patrick Lencioni, particularly his work in "The Five Dysfunctions of a Team," the course provides a practical framework for building trust, mastering conflict, and achieving collective commitment. Participants will explore the principles that separate good teams from great ones, learning to cultivate a culture of accountability and focus on results. BIG BEN Training Center has meticulously crafted this curriculum to provide actionable strategies for enhancing communication, refining decision-making processes, and strengthening the crucial partnership between management and governance. This course is an essential investment for organizations committed to building a resilient and high-achieving leadership core capable of navigating future uncertainties with confidence and strategic foresight.

Target Audience / This training course is suitable for:

- Chief Executive Officers (CEOs).
- Board Members and Chairpersons.
- C-Suite Executives (CFO, COO, CTO, CHRO).
- Vice Presidents and Senior Directors.
- Heads of Strategy and Corporate Development.
- Leaders in family-owned businesses.
- Executives in non-profit organizations.
- Aspiring C-level leaders and succession candidates.

Target Sectors and Industries:

- Financial Services and Banking.
- Technology and Telecommunications.
- Healthcare and Pharmaceuticals.
- Energy and Utilities.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Governmental agencies and public sector entities.
- Non-Profit and Non-Governmental Organizations (NGOs).

Target Organizations Departments:

- Executive Leadership Office.
- Corporate Strategy and Planning.
- Board of Directors' Office.
- Human Resources and Talent Management.
- Corporate Governance and Compliance.
- Operations Management.
- Finance and Investment.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop a cohesive leadership vision and align executive team actions with board-level strategic goals.
- Implement proven frameworks for building trust and psychological safety within senior teams.
- Master techniques for facilitating constructive debate and resolving high-stakes conflicts.
- Strengthen corporate governance practices and clarify the roles between the board and executive team.
- Enhance strategic decision-making capabilities under pressure and uncertainty.
- Design and implement effective communication protocols for seamless board and executive interaction.
- Lead organizational change initiatives with greater buy-in and effectiveness.
- Establish robust systems for performance management and accountability at the executive level.
- Develop comprehensive succession plans to ensure leadership continuity.
- Foster a culture of continuous improvement and high performance throughout the organization.

Course Methodology:

The training methodology at BIG BEN Training Center is rooted in experiential and participatory learning to ensure that theoretical concepts are translated into practical, applicable skills. This course rejects a passive, lecture-based format in favor of a dynamic and interactive environment. A significant portion of the training will be dedicated to analyzing real-world case studies of both successful and dysfunctional executive teams and boards, allowing participants to dissect complex scenarios and derive actionable insights. We will utilize sophisticated role-playing simulations that replicate challenging board meetings and executive strategy sessions, providing a safe space to practice conflict resolution, negotiation, and strategic communication skills. Facilitated group discussions and peer-to-peer coaching sessions will encourage the sharing of diverse experiences and collaborative problem-solving. Participants will work with practical tools and diagnostic frameworks to assess their own team's dynamics and develop tailored improvement plans. Continuous feedback from the course facilitator and peers is a core component, ensuring a rich and personalized learning journey that extends far beyond the classroom and drives tangible improvements in leadership effectiveness.

Course Agenda (Course Units):

Unit One: Foundations of High-Performance Executive Leadership

- The anatomy of a high-performance executive team.
- Distinguishing between leadership and management at the executive level.
- Psychological safety as the bedrock of team effectiveness.
- Assessing individual leadership styles and their impact on team dynamics.
- Building a foundation of vulnerability-based trust.
- Defining team purpose, values, and rules of engagement.
- The leader's role in shaping team culture and norms.

Unit Two: Strategic Alignment and Visionary Execution

- Translating board-level strategy into actionable executive plans.
- Techniques for creating and communicating a compelling organizational vision.
- Aligning departmental goals with overarching corporate objectives.
- Utilizing frameworks like OKRs for strategic focus and accountability.
- Driving execution and monitoring performance without micromanaging.
- The role of the executive team in resource allocation and prioritization.
- Communicating strategy effectively to all organizational levels.

Unit Three: Mastering Team Dynamics and Constructive Conflict

- Overcoming the five dysfunctions of a team.
- Techniques for engaging in productive ideological conflict.
- Achieving genuine commitment to decisions, even with disagreement.
- Fostering a culture of peer-to-peer accountability.
- Navigating executive egos and political dynamics.
- Decision-making models for high-stakes situations.
- Facilitating meetings that produce clear outcomes and actions.

Unit Four: The Board-Executive Partnership and Governance

- Clarifying the distinct roles and responsibilities of the board and executive team.
- Establishing effective communication channels and reporting structures.
- Best practices for preparing for and running productive board meetings.
- Managing the flow of information to the board for effective oversight.
- The board's role in strategy formulation versus strategy approval.
- Navigating ethical dilemmas and ensuring corporate compliance.
- Building a collaborative, trust-based relationship with the board chair.

Unit Five: Leading Change, Succession, and Future-Proofing

- Leading the organization through significant transformation and change.
- Anticipating market shifts and fostering strategic agility.
- Developing a robust leadership pipeline and succession plan.
- Coaching and mentoring the next generation of leaders.
- Building organizational resilience to withstand crises.
- The role of the executive team in stakeholder management.
- Creating a legacy of sustainable leadership and performance.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can an executive team and board collaboratively maintain strategic focus and long-term vision while simultaneously navigating immediate, unforeseen operational crises?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by uniquely addressing the executive team and the board of directors not as separate entities, but as an interconnected leadership ecosystem. While many programs focus on either executive leadership skills or board governance in isolation, this training course is built around the critical interface where these two powerful groups converge. It delves into the nuanced, often-challenging dynamics of the board-management relationship, providing practical frameworks for building alignment, trust, and highly effective communication protocols. The curriculum moves beyond generic leadership theories to tackle the real-world complexities of C-suite collaboration, strategic conflict, and shared accountability. Furthermore, the methodology is intensely practical, prioritizing interactive simulations and case studies that mirror the high-stakes environment participants operate in. Rather than simply presenting information, the course forces participants to apply concepts, make difficult decisions, and receive direct feedback in a controlled setting. The ultimate focus is on creating a unified leadership engine capable of steering the organization with a single, strategic vision, a quality that provides a significant competitive advantage and is rarely addressed with such depth.