Strategic Agile Leadership for Innovative Growth Training Course



21 - 25 Dec 2026

Madrid

5900 € (Per Person)

Ref: #INN7489_113529

Course Introduction / Overview:

In today's volatile, uncertain, complex, and ambiguous (VUCA) business environment, traditional leadership models are no longer sufficient for sustainable success. The ability to lead with agility and foster a culture of continuous innovation has become the definitive competitive advantage. This intensive training course is meticulously designed for senior managers who are poised to drive strategic transformation within their organizations. We delve deep into the principles that enable leaders to navigate disruption and capitalize on emerging opportunities. Drawing on seminal concepts from thought leaders like Clayton Christensen in his book "The Innovator's Dilemma", this program moves beyond theoretical frameworks to provide actionable strategies for real-world application. Participants will explore how to integrate agile methodologies not just into projects, but into the very fabric of their leadership philosophy and organizational culture. BIG BEN Training Center has developed this course to equip leaders with the mindset, skills, and tools necessary to build resilient, adaptive, and forward-thinking teams that thrive on change and consistently deliver groundbreaking results. This is more than a course on management; it is a roadmap for becoming an architect of future growth and innovation.

Target Audience / This training course is suitable for:

- Senior-level managers and executives.
- Directors and heads of departments.
- C-Suite leaders (CEOs, COOs, CIOs, CMOs).
- Business unit and division leaders.
- Innovation and strategy managers.
- Senior project and program managers.
- Leaders responsible for organizational change and transformation.
- Entrepreneurs and business owners aiming to scale their operations.

Target Sectors and Industries:

- Technology and Information Technology.
- Banking, Finance, and Insurance Services.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and E-commerce.
- Telecommunications and Media.
- Consulting and Professional Services.
- Government agencies and public sector organizations.

Target Organizations Departments:

- Executive Management and Leadership.
- Strategy and Corporate Planning.
- Research and Development (R&D).
- Product Management and Development.
- Operations and Business Process Management.
- Marketing and Sales.
- Human Resources and Organizational Development.
- Information Technology (IT).

Course Offerings:

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

- Master the core principles of agile leadership to foster a culture of innovation and resilience.
- Develop and implement strategies for leading high-performing, self-organizing teams.
- Apply design thinking and lean startup methodologies to solve complex business challenges.
- Effectively lead and manage large-scale organizational change and agile transformation.
- Formulate a compelling strategic vision that embraces continuous improvement and adaptation.
- Cultivate psychological safety to encourage experimentation and learning from failure.
- Utilize strategic foresight tools to anticipate market shifts and future trends.
- Coach and mentor emerging leaders to build a sustainable pipeline of agile talent.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be immersive, interactive, and highly practical, ensuring that learning is not only acquired but also retained and applied. This course moves beyond traditional lectures to create a dynamic learning environment where participants actively engage with the material. Our approach is centered on experiential learning, utilizing a blend of real-world case studies from various industries, collaborative group workshops, and hands-on simulation exercises. Participants will work in teams to tackle complex business scenarios, applying agile and innovation frameworks to develop strategic solutions. Facilitated discussions and peer-to-peer feedback sessions are integral to the process, allowing leaders to share insights and learn from the diverse experiences of their colleagues. Expert instructors provide personalized coaching and constructive feedback throughout the program. The emphasis is on translating theory into practice, equipping participants with actionable tools and a clear implementation plan they can immediately use to drive impactful change within their own organizations upon their return.

Course Agenda (Course Units):

Unit One The Agile and Innovative Leader

- The leadership challenge in a VUCA world.
- Understanding the Agile Manifesto and its principles for leaders.
- Distinguishing between agile leadership and traditional management.
- The leader's role in creating psychological safety and a growth mindset.
- Core competencies of an innovative leader.
- Self-assessment of personal leadership style and agility.
- Introduction to key innovation frameworks.

Unit Two Building a Culture of Continuous Innovation

- Fostering a culture of experimentation and intelligent risk-taking.
- Principles of servant leadership in an agile context.
- Strategies for building and empowering high-performing, autonomous teams.
- Effective communication and storytelling for driving change.
- Breaking down organizational silos to enhance collaboration.
- Developing metrics that encourage innovation over mere output.
- Case studies of companies with strong innovation cultures.

Unit Three Strategic Frameworks for Agile Innovation

- Applying Design Thinking for deep customer empathy and problem-solving.
- Implementing Lean Startup principles for corporate ventures.
- Utilizing the Business Model Canvas for strategic analysis and innovation.
- Exploring Blue Ocean Strategy to create uncontested market space.
- Managing an innovation portfolio for balanced growth.
- Techniques for rapid prototyping and validation.
- Integrating innovation frameworks into the strategic planning cycle.

Unit Four Leading Organizational Transformation

- Diagnosing organizational readiness for agile transformation.
- Developing a roadmap for scaling agile beyond the IT department.
- Managing stakeholders and building alignment for change initiatives.
- Overcoming common sources of resistance to change.
- The role of technology as an enabler of organizational agility.
- Leading change through influence and persuasion.
- Lessons learned from successful and failed agile transformations.

Unit Five The Leader as Coach and Futurist

- Developing coaching and mentoring skills to grow agile talent.
- Facilitating powerful conversations and providing effective feedback.
- Introduction to strategic foresight and futures thinking.
- Techniques for scanning the horizon and identifying emerging trends.
- Building personal resilience to lead effectively through uncertainty.
- Creating a personal action plan for applying course learnings.
- Capstone exercise: Developing a strategic innovation initiative for your organization.

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 senior leaders effectively balance the organizational need for predictable, short-term results with the inherent uncertainty and long-term investment required to foster a true culture of innovation?

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

This course distinguishes itself by focusing specifically on the unique challenges and responsibilities of senior-level leaders in driving agile innovation. Unlike many programs that concentrate solely on project-level agile tools or general innovation theories, this training course integrates the strategic, cultural, and personal dimensions of leadership required for enterprise-wide transformation. It addresses the critical question of not just 'what' agile and innovation are, but 'how' to lead them from the top. The curriculum is built around a practical synthesis of proven frameworks like Design Thinking, Lean Startup, and strategic foresight, all adapted for the corporate environment. We emphasize the development of an adaptive mindset and the soft skills such as coaching, storytelling, and fostering psychological safety that are essential for cultivating a resilient and innovative culture. The course moves beyond buzzwords to provide a pragmatic roadmap, filled with actionable insights and real-world case studies, enabling participants to return to their organizations equipped not just with new knowledge, but with the confidence and a clear plan to lead meaningful and sustainable change.