Leading High-Performance Teams in Strategic Planning Training Course

07 - 11 Dec 2026

Cape town

4600 € (Per Person)

Ref: #PLA1953_257052

Course Introduction / Overview:

This intensive training course is designed to transform managers into strategic leaders capable of building and guiding high-performance teams through the complexities of strategic planning and execution. In today's dynamic business environment, a well-crafted strategy is only as good as the team that implements it. This program bridges the critical gap between strategic formulation and successful execution by focusing on the leadership skills required to foster alignment, drive engagement, and achieve ambitious organizational goals. Drawing upon foundational concepts from strategic management pioneers like Michael Porter, and insights from his seminal work "Competitive Strategy", participants will explore a comprehensive framework for strategic thinking. The curriculum at BIG BEN Training Center moves beyond theoretical models to provide practical tools for team building, communication, and performance management. This course empowers leaders to not only develop robust strategic plans but also to cultivate a team culture that is agile, resilient, and committed to a shared vision of success, ensuring sustainable competitive advantage.

Target Audience / This training course is suitable for:

- Team Leaders and Supervisors.
- Department Heads and Managers.
- Project and Program Managers.
- Strategic Planning Professionals.
- Business Unit Directors.
- Executives and Senior Leaders.
- Entrepreneurs and Business Owners.
- Human Resources and Organizational Development Professionals.

Target Sectors and Industries:

- Technology and Information Services.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Telecommunications.
- Consulting and Professional Services.
- Governmental agencies and public sector organizations.

Target Organizations Departments:

- Strategic Planning and Corporate Development.
- Operations Management.
- Project Management Office (PMO).
- Human Resources and Talent Management.
- Marketing and Sales.
- Finance and Accounting.
- Product Development and Innovation.
- Information Technology.

Course Offerings:

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

- Differentiate between leadership and management within the context of strategic planning.
- Develop a compelling strategic vision and mission for their teams.
- Utilize key strategic analysis tools such as SWOT and PESTLE to assess the business environment.
- Construct a high-performance team by defining roles, responsibilities, and communication protocols.
- Align team objectives with broader organizational strategic goals using frameworks like OKRs.
- Master communication techniques to articulate the strategic plan and secure team buy-in.
- Implement effective performance management systems to track progress and drive accountability.
- Lead change initiatives associated with the implementation of new strategies.
- Foster a culture of continuous improvement and strategic agility within the team.
- Manage stakeholders effectively to ensure support for strategic initiatives.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and directly applicable to the participant's professional context. We believe that adult learning is most effective when it combines theoretical knowledge with practical application. The course will utilize a blend of expert-led presentations, interactive group discussions, and real-world case study analyses to explore the challenges of leading strategic teams. Participants will engage in team-based exercises and strategic planning simulations that mirror the complexities they face in their own organizations. A significant emphasis is placed on peer-to-peer learning, allowing participants to share experiences and best practices. Facilitated feedback sessions and personal action planning are integrated throughout the program, ensuring that each leader leaves with a clear, actionable plan to enhance their strategic leadership capabilities and immediately apply new skills to drive their teams toward high performance and successful strategic execution.

Course Agenda (Course Units):

Unit One: Foundations of Strategic Leadership and High-Performance Teams

- The distinction between strategic leadership and operational management.
- Core attributes of a high-performance strategic team.
- Understanding your leadership style and its impact on team dynamics.
- The leader's role in shaping team culture and values.
- Principles of psychological safety in fostering team innovation.
- An introduction to strategic thinking and foresight.
- Setting the stage for a successful strategic planning cycle.

Unit Two: Architecting the Strategic Plan

- Developing a compelling vision, mission, and core values.
- Conducting a comprehensive SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis.
- Analyzing the external environment using PESTLE (Political, Economic, Social, Technological, Legal, Environmental).
- Identifying key strategic priorities and long-term goals.
- Techniques for competitive analysis and market positioning.
- Crafting a clear and concise strategic plan document.
- Gaining initial buy-in from key stakeholders.

Unit Three: Cultivating and Leading the Strategic Team

- Defining clear roles, responsibilities, and accountabilities within the team.
- Establishing effective communication channels and meeting rhythms.
- Techniques for fostering collaboration and breaking down silos.
- Conflict resolution strategies for high-stakes environments.
- Motivating and engaging team members throughout the strategic journey.
- Delegating strategic tasks effectively to empower team members.
- Building team cohesion and a shared sense of purpose.

Unit Four: Mastering Strategic Execution and Performance Management

- Translating strategic goals into actionable initiatives and projects.
- Implementing frameworks like Objectives and Key Results (OKRs) or the Balanced Scorecard.
- Developing relevant Key Performance Indicators (KPIs) to measure success.
- Establishing a cadence for monitoring progress and reviewing performance.
- Leading effective strategic review meetings.
- Managing change and overcoming resistance to new strategic directions.
- Principles of resource allocation and budget management for strategic initiatives.

Unit Five: Sustaining Strategic Momentum and Fostering Innovation

- Creating a culture of continuous improvement and strategic learning.
- Techniques for scanning the horizon for emerging trends and disruptions.
- Integrating agile principles into the strategic planning process.
- Advanced stakeholder management and influence strategies.
- Communicating strategic progress and successes to the wider organization.
- Developing a leadership succession plan for strategic roles.
- Final project. creating a personal action plan for strategic leadership development.

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 a leader balance the need for a clear, long-term strategic vision with the necessity for agile adaptation in a volatile, uncertain, complex, and ambiguous (VUCA) world?

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

This training course distinguishes itself by holistically integrating the 'what' of strategic planning with the 'how' of high-performance team leadership. While many programs focus solely on the technical frameworks of strategy, such as SWOT or PESTLE analysis, this course places equal emphasis on the critical human dynamics that determine a strategy's success or failure. It addresses the reality that even the most brilliant plan will falter without a leader who can inspire, align, and motivate a team to execute it effectively. The curriculum is built around practical application, moving beyond theory to immerse participants in simulations and case studies that reflect real-world leadership challenges. It focuses on cultivating a strategic mindset rather than just teaching a process. Participants will learn not only how to create a strategic plan but also how to foster a culture of strategic thinking, agility, and resilience within their teams, enabling them to navigate uncertainty and sustain momentum long after the planning phase is complete. The focus is on building enduring leadership capabilities, not just temporary process knowledge.