Effective Strategy Implementation and Execution Training Course

08 - 12 Nov 2026

Manama

4400 € (Per Person)

Ref: #PLA8467_203357

Course Introduction / Overview:

Successfully formulating a strategy is only half the battle; the true challenge lies in its execution. This course addresses the critical "strategy-to-execution gap" that plagues many organizations, providing a comprehensive roadmap for translating ambitious plans into tangible results. Drawing upon seminal works in the field, such as "The Execution Premium" by Robert S. Kaplan and David P. Norton, this program moves beyond theoretical frameworks to offer practical, actionable techniques. Participants will explore how to align people, processes, and systems with strategic objectives, ensuring that every part of the organization is pulling in the same direction. At BIG BEN Training Center, we have designed this immersive experience to equip leaders with the skills to not only implement strategy but also to build a sustainable culture of execution excellence. This involves mastering performance management systems, leading organizational change, and fostering the agility required to adapt to a constantly evolving business landscape. This training is an essential investment for any professional committed to driving organizational performance and achieving strategic goals consistently.

Target Audience / This training course is suitable for:

- Chief Executive Officers and Senior Executives.
- Vice Presidents and Directors.
- Heads of Departments and Business Unit Managers.
- Strategy and Corporate Planning Managers.
- Project and Program Management Office (PMO) Leaders.
- Operations Managers and Team Leaders.
- Human Resources and Organizational Development Professionals.
- Finance Managers involved in strategic resource allocation.
- Consultants specializing in strategic management.

Target Sectors and Industries:

- Banking and Financial Services.
- Healthcare and Pharmaceuticals.
- Information Technology and Telecommunications.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Energy and Utilities.
- Government Agencies and Public Sector Organizations.
- Non-Profit and Non-Governmental Organizations.
- Professional Services and Consulting.

Target Organizations Departments:

- Executive Leadership and C-Suite.
- Strategy and Corporate Planning.
- Operations Management.
- Project Management Office (PMO).
- Finance and Accounting.
- Human Resources and Talent Management.
- Marketing and Sales.
- Information Technology.
- Business Development.

Course Offerings:

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

- Develop a robust framework for translating strategic plans into actionable initiatives.
- Align organizational structure, resources, and culture with strategic priorities.
- Master the use of tools like the Balanced Scorecard and OKRs for performance tracking.
- Design and implement effective Key Performance Indicators (KPIs) that drive behavior.
- Lead change management efforts to overcome resistance and foster an execution-driven culture.
- Enhance cross-functional collaboration and communication to break down organizational silos.
- Establish powerful strategy review processes to monitor progress and adapt to changes.
- Identify and mitigate risks associated with strategy implementation.
- Improve strategic decision-making through data-driven performance insights.
- Cascade strategic objectives effectively throughout all levels of the organization.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and directly applicable to the participant's work environment. We believe that adult learning is most effective when it combines knowledge acquisition with practical application. This course moves beyond traditional lectures to incorporate a rich blend of learning techniques, including in-depth case study analysis of real-world strategy execution successes and failures. Participants will engage in dynamic group discussions, collaborative workshops, and team-based exercises that simulate the challenges of implementing strategy. Role-playing scenarios will be used to practice crucial skills such as stakeholder communication and leading change. A significant portion of the program is dedicated to hands-on activities where participants will work on developing implementation plans, designing performance dashboards, and creating communication strategies. Our expert facilitators foster a supportive learning environment, providing continuous feedback and encouraging peer-to-peer learning to ensure that concepts are not just understood, but can be confidently applied back in the workplace.

Course Agenda (Course Units):

Unit One Foundations of Strategy Execution

- The Strategy-to-Execution Gap.
- Understanding Why Strategies Fail in Implementation.
- Key Frameworks for Strategic Execution.
- The Role of Leadership in Driving Execution.
- Defining a Clear and Communicable Strategic Vision.
- Translating Broad Strategy into Specific Objectives.
- Introduction to Kaplan and Norton's Execution Premium Framework.

Unit Two Aligning the Organization for Execution

- Cascading Goals and Objectives through the Organization.
- The Principles of Hoshin Kanri for Policy Deployment.
- Strategic Resource Allocation and Budgeting.
- Building Cross-Functional Alignment and Breaking Down Silos.
- Designing an Organization Structure that Supports Strategy.
- The Role of Culture in Enabling or Hindering Execution.
- Communicating the Strategy for Maximum Buy-in and Clarity.

Unit Three Tools and Metrics for Performance Management

- Developing Meaningful Key Performance Indicators (KPIs).
- Implementing the Balanced Scorecard (BSC).
- Using Objectives and Key Results (OKRs) for Agile Execution.
- Creating Effective Performance Dashboards and Visual Management Tools.
- Establishing a Cadence of Accountability and Review Meetings.
- Linking Performance Management to Rewards and Recognition.
- Ensuring Data Integrity for Accurate Progress Measurement.

Unit Four Leading Change and Fostering an Execution Culture

- The Psychology of Organizational Change.
- Applying Change Management Models like Kotter's 8-Step Process.
- Identifying and Managing Stakeholder Resistance.
- Building a Coalition of Support for Strategic Initiatives.
- The Leader's Role in Modeling Execution-Focused Behaviors.
- Empowering Teams and Fostering Ownership of Strategic Goals.
- Developing a Culture of Continuous Improvement and Learning.

Unit Five Sustaining Momentum and Agile Adaptation

- Conducting Effective Strategy Review and Learning Loops.
- Techniques for Keeping the Strategy Alive and Relevant.
- Managing the Portfolio of Strategic Initiatives.
- Risk Management in Strategy Execution.
- Adapting Strategy in Response to Market Dynamics.
- Integrating Strategy Execution with Daily Operations.
- Capstone Simulation: Navigating a Complex Strategy Implementation Scenario.

FAQ:

Qualifications required for registering to this course?

There are no prerequisites.

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

This training course extends over five days, with a daily duration ranging from 4 to 5 hours, including breaks and interactive activities, bringing the total to 20–25 training hours.

Something to think about:

How can an organization maintain strategic discipline and focus while simultaneously fostering the agility needed to respond to unforeseen market disruptions?

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

This course distinguishes itself by focusing intensely on the practical "how-to" of execution rather than dwelling solely on the theory of strategy formulation. While many programs explain what a Balanced Scorecard or OKR framework is, our curriculum is dedicated to the hands-on application of these tools in complex, real-world corporate environments. We emphasize the often-neglected human elements of execution, dedicating significant time to leadership, change management, and the cultivation of an execution-driven culture, which are frequently the root causes of implementation failure. The course moves beyond simplistic checklists to explore the nuanced art of aligning organizational systems, managing stakeholder politics, and fostering cross-functional collaboration. Participants will not just learn about frameworks; they will practice using them through robust simulations and case studies. The academic rigor is grounded in practical application, ensuring that attendees leave with not just knowledge, but with a concrete, actionable toolkit and the confidence to bridge the strategy-to-execution gap within their own organizations.