



LEADERSHIP AND MANAGEMENT

Leadership Agility

Course code: LM-045

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Organizations operate in environments characterized by constant disruption, evolving customer expectations, and rapid technological change. Leaders must be agile enough to adapt strategies, empower teams, accelerate innovation, and respond effectively to uncertainty without losing focus on long-term objectives. This programme provides practical frameworks that help leaders build organizational agility, strengthen strategic thinking, develop high-performing cultures, and lead sustainable transformation.

Why Attend

The programme combines interactive presentations, leadership assessments, strategic workshops, business simulations, case studies, group discussions, practical exercises, and action planning. Participants will apply agile leadership concepts to real organizational challenges and develop practical strategies for leading change.

Who Should Attend

Executives and senior managers
Department managers
Team leaders
Business transformation leaders
Strategy and organizational development professionals
Project and programme managers

— Learning Objectives

- Develop an agile leadership mindset that supports organizational adaptability
- Align strategic, operational, and tactical leadership decisions
- Lead organizational development and performance improvement initiatives
- Build collaborative relationships with key stakeholders
- Foster a culture of innovation, agility, and continuous improvement
- Apply organizational excellence models to achieve sustainable business performance
- Develop an organizational agility action plan

— Course Outline

DAY
1

Developing an Agile Leadership Mindset

- Exploring the evolving role of leadership in dynamic business environments
- Understanding agile leadership principles and organizational agility concepts
- Building adaptive leadership behaviours that support innovation and resilience
- Recognizing the characteristics of agile organizations and modern operating models
- Developing the mindset required to lead through uncertainty and change
- Applying practical approaches to accelerate organizational adaptability

DAY
2

Strategic Thinking and Agile Decision-Making

- Distinguishing between strategic, operational, and tactical leadership responsibilities
- Applying strategic thinking models to support organizational growth
- Using organizational data to support planning and informed decision-making
- Challenging traditional approaches through innovative thinking techniques
- Defining leadership values and behaviours that strengthen organizational performance
- Developing compelling visions that inspire alignment and organizational commitment

DAY
3

Building Organizational Capability and Performance

- Aligning organizational development initiatives with strategic objectives
- Identifying and developing future leadership talent
- Designing competency frameworks that support business performance
- Strengthening performance management systems to improve accountability
- Evaluating learning and development strategies that enhance organizational capability
- Developing succession planning strategies to ensure leadership continuity

DAY
4

Building Strategic Relationships and Organizational Influence

- Strengthening strategic relationships that support organizational success
- Developing customer-focused and stakeholder-centered leadership approaches
- Identifying, prioritizing, and engaging key organizational stakeholders
- Applying influence mapping techniques to improve collaboration and decision-making
- Building professional networks that create long-term business value
- Using business intelligence and data analytics to support strategic decisions

DAY

5

Creating a Culture of Organizational Excellence

- Understanding organizational culture and its influence on business performance
- Building agile cultures that encourage innovation, accountability, and collaboration
- Engaging employees and stakeholders in continuous improvement initiatives
- Comparing leading organizational excellence frameworks and performance models
- Developing strategies to embed organizational excellence across business functions
- Capstone Exercise: Designing an Organizational Agility and Excellence Roadmap, followed by course review, lessons learned, and personal action planning

— Upcoming Classroom Dates

DATE	LOCATION	FEE
25 - 29 January 2027	Amsterdam - Netherlands	€1,900
22 - 26 February 2027	London - United Kingdom	€2,100
22 - 26 March 2027	Istanbul - Türkiye	€1,400
26 - 30 April 2027	Vienna - Austria	€2,250
24 - 28 May 2027	Barcelona - Spain	€1,600
28 June - 2 July 2027	Paris - France	€2,250
26 - 30 July 2027	Frankfurt - Germany	€1,700
23 - 27 August 2027	Barcelona - Spain	€1,600

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.