



**Talal Abu-Ghazaleh University College for Innovation**  
Where the **TALENTED** Become **INNOVATORS**



Talal Abu-Ghazaleh University College  
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# THE EXECUTIVE LEADERSHIP Development Program

**9:00 a.m. to 5:00 p.m.**

**29/7/2020 to 31/7/2020**

**Course Fees: \$ 600**

**Only for Executives**

**Course Language is English**



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e-education

**For more information:**

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## **“The Executive Leadership Development Program”**

**Talal Abu-Ghazaleh University College for Innovation**

This program is specifically designed for senior executives working in large, medium or small businesses.

The aim of the program is to optimise personal and business leadership contribution and to enable each participant to:

- Think and act from a business level perspective.
- Create and support focused organisational change.

The focus of the program is for you to:

- Have clarity about your company’s business intent, interpreting, questioning and implementing strategy
- Be critical about how you and your role / function contribute to the business model
- Redraw the boundaries of your influence by
  - working beyond your preferred routines.
  - influencing outside your normal area of expertise / authority.
  - Developing relationships up, down and across the business.

## **Program Design**



The program is designed to challenge and support participants to build on their exiting capability to further improve leadership impact. There will be business content and practical personal development exercises to explore the challenges and opportunities within each participant’s role.

The style will be interactive and there will be many opportunities for questions. An important feature of the program is the practical project, designed as an opportunity for strategic thinking and for the practice of leadership with a group of peers. Participants will be encouraged to try out new behaviours and to raise critical questions in the group work and syndicate discussions.

## Outline Indicative Content

### Day 1

#### *Introduction to the Program*

- **Who is in the room - Introductions and agenda setting.**

#### *The Challenges of Executive Leadership Work*

- This session will identify common business challenges (and strategies for handling these) faced by senior women in executive roles. There will also be syndicate work and round table discussion to identify these issues in each of your businesses.

#### *Break*

- In this session, there will be a discussion about the features of and distinctions between leadership and management contribution and in particular, the challenges of understanding leadership as a 'distributed task' - present at every level of our organisations. There will be a plenary discussion and a chance to identify the opportunities for increasing individual leadership contribution.

#### *Lunch*

#### *Managing Conflict Constructively*

- In any business, differences and disagreements inevitably arise. These may be overt or covert but with the right approach, the impacts of such situations can be optimised to render positive benefits. We will look at the five styles of dealing with differences and challenge you to identify your preferred modes (most of us prefer one or two). There will be a group activity to discuss the opportunities to widen our repertoire of conflict handling approaches.

#### *Critical Incident Influencing Exercise*

- In this practical exercise, we will challenge each other to identify a 'critical incident' - a work situation in the past, within which there are opportunities to change the outcome by taking a different approach. The purpose of this session is to critically review 'typical of me' situations to identify strategies for new behaviours and learning.

#### *Break*

#### *Focusing Activity to Add Value*

- This practical, personal development activity involves individual and group working to map out your current job role and identify the opportunities within it for increased strategic contribution. There will be a syndicate discussion of each of your 'job maps' which will leave you with some concrete actions to take forward.

#### *Close of Day 1*

## Day 2

### *Review of Day 1 - Personal Learning Agendas*

#### *Emotional Intelligence (EI)*

- Self-awareness is at the heart of EI - a leadership capability that can be immensely helpful in forging productive business relationships and in senior leadership work. We will identify the features of EI and the impact of improving this critical dimension.

#### *Break*

#### *Teams, Relationships and Networks*

- In this session, we will construct a map of your key business relationships and explore their impact on your leadership contribution. There will be a syndicate discussion about each individual relationship mapping chart and identification of key actions for optimising the opportunities within each.

#### *Lunch*

#### *Introduction to Group Strategy Exercise*

The group strategy exercise is designed as a practical project to action the leadership learning from the program so far. The project will provide the opportunity for strategic thinking on a complex organisational problem but will also challenge each participant to make a personal contribution to the final outcome and to receive feedback from their colleagues. This process will be managed by the tutors as the project progresses. The final presentations will be to a panel of senior executives.

#### *Break*

#### *Group Progress Review*

#### *Close of day 2*

## **Day 3**

*Group Strategy Exercise - cont'd.*

*Break*

*Group Strategy Exercise - Presentations to Executive Panel*

*Lunch*

*Group Strategy Exercise - Learning Review*

*Break*

*Action Planning and next steps*

- Each participant will leave the program with a working document which represents identified actions to further improve strategic leadership contribution. This document will provide a useful learning review tool for further coaching as required.

*Program Tutors:*

- Dr Veronica Burke
- Dr. Muntaha Banihani