



Senior Leadership Program for Transformation and Organizational Excellence

12 - 23 Oct 2026
Madrid



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Ref.: 103600616_78221 **Date:** 12 - 23 Oct 2026 **Location:** Madrid **Fees:** 10000 **Euro**

Course Overview

Agile Leaders Training Center is proud to present the Senior Leadership Program for Transformation and Organizational Excellence, an intensive 10-day executive program designed specifically for senior executives who lead organizations in complex and changing environments, manage high-impact strategic decisions, and work with multi-level teams and internal and external stakeholders.

The program focuses on developing the full spectrum of executive leadership capabilities through four interconnected dimensions: leading self, leading superiors and senior decision-makers, leading followers and teams, and leading peers across departments. It also strengthens participants' capabilities in emotional intelligence, persuasion, coaching, negotiation, decision-making, and conflict resolution in a way that reflects the nature of executive roles that require influence, composure, relationship management, and results delivery.

Through a dynamic blend of interactive lectures, simulation-based practice, and self-reflection tools, senior executives will gain practical strategies for addressing modern leadership challenges, improving decision quality, increasing organizational influence, and building a performance culture based on trust and accountability. Each session is grounded in real-world relevance, aligned with organizational performance objectives, and guided by a leadership development methodology tested across industries.

This course is ideal for organizations seeking to develop executive leaders capable of strategic thinking, people management, ethical influence, and building strong leadership pipelines that support organizational sustainability and performance excellence.

Target Audience

Senior executives only, especially those who hold senior leadership roles or contribute to strategic decision-making at the organizational level, such as:

- Chief Executive Officers
- Deputy Chief Executive Officers
- General Managers
- Executive Leadership Team Members
- Senior Sector and Department Directors
- Executive leaders responsible for performance, transformation, and organizational growth



Targeted Departments

- Corporate Leadership Teams
- Human Capital and Learning & Development Units
- Strategic Planning and Governance Offices
- Project Management and Operations Units

Targeted Industries

- Private sector companies and multinational corporations
- Government ministries and public sector organizations
- Non-governmental organizations and civil society institutions
- Healthcare, education, energy, infrastructure, and real estate

Course Outcomes

By the end of the program, senior executives will be able to:

- Demonstrate self-leadership through self-awareness and goal alignment
- Apply emotional intelligence in interpersonal communication and team dynamics
- Lead superiors, peers, and teams through influence, trust, and empathy
- Use professional coaching models to support employee growth and accountability
- Manage negotiations, resolve conflicts, and build high-performance relationships
- Make structured and evidence-based decisions using strategic thinking tools
- Build a personal leadership action plan for implementation after the program

Training Methodology

The course uses an interactive executive methodology that suits senior executives and connects leadership concepts to real organizational contexts related to influence, decision-making, relationship management, and results achievement. The course combines multiple learning strategies, including:

- Trainer-led presentations and facilitation
- Group discussions and feedback loops
- Realistic leadership simulations and role plays
- Case study analysis
- Peer coaching exercises and reflection circles

Course Toolbox

Each participant will receive:

- Leadership Development Toolkit
- Self-assessment tools
- Coaching and feedback frameworks
- Influence and negotiation templates
- Decision-making and problem-solving models
- Conflict management scenarios
- Action plan and evaluation templates

Course Agenda

Day 1: Leading Self

- **Topic 1:** Personal leadership and self-awareness
- **Topic 2:** Goal setting and self-discipline
- **Topic 3:** Stress management and resilience building
- **Topic 4:** 16 Personalities Assessment – Understanding personality traits
- **Topic 5:** Time management and energy focus
- **Topic 6:** Leadership mindset and self-motivation
- **Reflection & Review:** Strengthening personal leadership at the executive level



Day 2: Leading Superiors

- **Topic 1:** Building effective relationships with superiors
- **Topic 2:** Upward management: influencing and supporting senior leadership
- **Topic 3:** Navigating organizational hierarchies
- **Topic 4:** Upward communication and stakeholder expectation management
- **Topic 5:** Political acumen and organizational mapping
- **Topic 6:** Trust and credibility in vertical relationships
- **Reflection & Review:** Leading upward with confidence in executive environments

Day 3: Leading Followers

- **Topic 1:** Motivating and inspiring team members
- **Topic 2:** Providing constructive feedback and recognition
- **Topic 3:** Developing and coaching employees
- **Topic 4:** Aligning individual goals with team objectives
- **Topic 5:** Building a culture of accountability
- **Topic 6:** Team communication and role clarity
- **Reflection & Review:** Leading followers effectively to achieve organizational performance

Day 4: Leading Peers

- **Topic 1:** Collaboration and partnership-building with peers
- **Topic 2:** Influencing and persuading peers
- **Topic 3:** Managing peer relationships and team dynamics
- **Topic 4:** Resolving conflicts among equals
- **Topic 5:** Leading without formal authority
- **Topic 6:** Building trust across departments
- **Reflection & Review:** Leading peers and strengthening collaboration among executive leaders

Day 5: Emotional Intelligence in Leadership

- **Topic 1:** Understanding and applying emotional intelligence using Daniel Goleman's model
- **Topic 2:** Enhancing empathy and interpersonal skills
- **Topic 3:** Managing emotions and building resilience
- **Topic 4:** Emotional triggers and control in the workplace
- **Topic 5:** The relationship between emotional intelligence and leadership performance
- **Topic 6:** Measuring and developing emotional intelligence competencies
- **Reflection & Review:** Leveraging emotional intelligence in executive leadership



Day 6: Persuasion and Influence

- **Topic 1:** Effective persuasion techniques
- **Topic 2:** Influencing organizational outcomes
- **Topic 3:** Ethical considerations in influence
- **Topic 4:** Authority versus influence in leadership
- **Topic 5:** Storytelling as a persuasion tool
- **Topic 6:** Applying Cialdini's principles of influence
- **Reflection & Review:** Mastering persuasion and influence in organizational decisions

Day 7: Coaching and Development

- **Topic 1:** Coaching techniques and best practices
- **Topic 2:** Creating development plans and growth opportunities
- **Topic 3:** Measuring coaching effectiveness
- **Topic 4:** The Ask-Tell Matrix - Effective coaching conversations
- **Topic 5:** The GROW Model in practice
- **Topic 6:** Building a coaching culture within teams
- **Reflection & Review:** Strengthening coaching skills to develop leaders and teams

Day 8: Negotiation Skills

- **Topic 1:** Advanced negotiation strategies and tactics
- **Topic 2:** Negotiation styles using the Thomas-Kilmann Conflict Mode Instrument TKI
- **Topic 3:** Preparing for and conducting negotiations
- **Topic 4:** Achieving win-win outcomes
- **Topic 5:** Understanding interests versus positions
- **Topic 6:** Cultural intelligence in negotiation
- **Reflection & Review:** Mastering negotiation in executive contexts



Day 9: Decision-Making and Problem-Solving

- **Topic 1:** Strategic decision-making processes
- **Topic 2:** Problem-solving techniques
- **Topic 3:** Ishikawa Fishbone Diagram, Pareto Rule, and Root Cause Analysis
- **Topic 4:** Edward de Bono's Six Thinking Hats
- **Topic 5:** Daniel Kahneman's fast and slow thinking
- **Topic 6:** Divergent versus convergent thinking in leadership
- **Reflection & Review:** Effective decision-making in complex work environments

Day 10: Conflict Resolution and Integration

- **Topic 1:** Conflict resolution strategies
- **Topic 2:** Mediation and workplace conflict management
- **Topic 3:** Integrating leadership skills for organizational success
- **Topic 4:** Final review and action planning
- **Topic 5:** Leading in times of crisis or change
- **Topic 6:** Leadership simulation and case discussion
- **Reflection & Review:** Leadership impact and next steps

FAQs

What specific qualifications or prerequisites are required before participants enroll in the course?

This course does not require any formal academic prerequisites. However, it is designed for senior executives who hold senior leadership roles, contribute to organizational direction, lead multiple teams or departments, or carry responsibility for influencing organizational performance at a high level. Familiarity with organizational dynamics and people management is useful but not mandatory.

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

Each daily session is typically designed to last around 4-5 hours, including breaks, exercises, and discussions. The full course runs over 10 days, totaling approximately 40 to 50 hours of intensive leadership development through theoretical learning and practical application.



Isn't emotional intelligence just another name for good communication skills?

Not exactly. While emotional intelligence supports effective communication, it is much broader. In this course, emotional intelligence is presented using frameworks such as Daniel Goleman's model, which includes self-awareness, self-regulation, motivation, empathy, and social skills. These elements influence not only how leaders communicate, but also how they lead, coach, negotiate, resolve conflicts, and build trust in executive work environments. Emotional intelligence is a foundation for sustainable and ethical leadership, not merely verbal fluency.

How This Course Differs from Other Leadership Development Courses

This comprehensive leadership development course is distinctive because it treats leadership as a multidimensional discipline, especially for senior executives whose responsibilities are not limited to managing teams, but extend to influencing superiors, leading peers, coaching followers, managing themselves under pressure, and making decisions in complex conditions.

Unlike many general courses that focus only on team management, this program expands leadership into four interconnected areas: leading self, leading superiors, leading followers, and leading peers. It also integrates practical leadership tools such as the Ask-Tell Matrix, Thomas-Kilmann Conflict Mode Instrument, 16 Personalities Assessment, and Edward de Bono's Six Thinking Hats, providing participants with a practical and measurable leadership toolkit.

Throughout the 10-day program, senior executives learn not only how to lead, but also how to coach others, influence ethically, negotiate for win-win outcomes, and make strategic decisions using models such as Root Cause Analysis, Fishbone Diagrams, and divergent thinking techniques.

In addition, the course places strong emphasis on emotional intelligence, conflict resolution, and leadership integration, making it ideal for organizations seeking to secure the future of their executive leadership pipeline. The interactive methodology — including simulations, role plays, and customized leadership planning — ensures learning retention, application, and scalability across teams and departments.



Training Course Categories

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