

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Inspirational Leadership Strategy Culture and Change

Code	City	hotel	Start	End	price	Language - Hours
LC-406SA	Dammam	Hotel Meeting Room	2027-05-30	2027-06-03	9950 SR	En - 25

The Course

Do you want your people to deliver extraordinary performance? Do you want your people to achieve great things and fulfill their potential? Do you want an organisational culture that engages your people? If your answer is yes then you must put into place the building blocks that create an inspirational organisation that motivates and empowers your people. Inspirational leaders are visionaries who seek and generate momentum for change. They create a shared vision which engages their people and a culture where people value themselves, each other, the company and the customers.

Inspirational leadership is a highly creative and intrinsically interpersonal activity to which people positively respond. As a leadership style, it demands that leaders employ their strengths with effect, where behaviours and values are paramount and where trust is established. This structured programme seeks to explore the personal traits that make leaders inspirational in the context of their organisations strategy and culture. It offers a learning experience in which tools and techniques are employed to build leadership capability and a strategic response to the challenges of role.

This programme will assist delegates to:

- Build an organisational vision direction and purpose
- Evaluate the impact of the wider environment of strategy
- Determine the key features of their organisation culture to determine of it is supportive of the organisation direction
- Identifies opportunities to innovate in the organisation
- Build a compelling message for those they lead

The Goals

- To build an organisational vision and identify the values which underpin the vision.
- To identify the behaviours which build trust and influence.
- To understand and demonstrate in practice the skills of inspirational leadership.
- To understand organisational culture and how it impacts performance.
- To ensure that strategy and culture are aligned to impact the organisation in a positive way.
- To establish a “grounded” change management plan to meet the needs of the global environment.

The Benefits

Typical results at work include:

- Stronger focus on strategy
- Changes to ways of working and service delivery which offer tangible benefits to the organisation
- Effective communication
- Improved motivation
- Enhanced team working
- A proactive approach towards change

The Results

- A stronger focus on strategic alignment
- The identification of potential changes aligned to support the strategy and promote employee engagement
- Leaders deliver a compelling vision of organisational direction
- Improved interpersonal relationships
- A greater level of trust in the organisation

- A proactive approach towards change

The Core Competencies

- Emotional Intelligence
- Strategic direction and organisational alignment
- Personal credibility and trusted influence
- Communication
- Leading organisational change

The Programme Content

Day One

Leading the Strategic Vision

- Building an organisational vision
- Behaviours, values and stakeholder for support the vision
- The leadership qualities that will deliver the vision
- Two fundamental questions on leadership
- Inspiring others
- My leadership challenge

Day Two

Strategy and the Organisation

- How does the global environmental impact our business?
- Current status: SWOT analysis
- Strategy does it support and the vision Porters 5 forces on strategy: impact and outcomes

- Customer drive strategy. Do we meet their needs?
- Future projections of need and planning
- Strategy tree : ensuring alignment

Day Three

Inspirational Leadership and Culture

- The shadow of the leader
- How leaders impact the culture and climate of an organisation
- Organisational culture what is it and why so important?
- Using Mckinsey's 7 s tool to analyse the organisation
- What features can I identify in my organisational culture?
- Does our culture support the vision and strategy? Identify areas for potential change

Day Four

Generating Momentum and Leading Change

- Leading strategic and cultural change
- Models of change
- Planning for change: Kotter's Eight Stage model
- Gaining support
- Overcoming resistance
- Addressing individual resistance. Winning hearts and minds

Day Five

Inspirational leadership: future action and intent

- The anatomy of leadership
- Inspiring by creating meaning: building a compelling vision
- Inspiring through communication: elevator speech
- Inspiring through trust
- Inspiring by engaging your people
- Action planning and review

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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