

# DEVELOPING STRATEGIC THINKING FOR EXPERIENCED LEADERSHIP

COURSE OUTLINE

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# Developing Strategic Thinking for Experienced Leadership

## Course Aims

This session develops the capability to think strategically, rise above day-to-day operational pressures, and engage meaningfully in organisational strategy discussions. Participants explore external dynamics, practise using strategic tools, analyse real case studies, and begin a personal development plan to strengthen their long-term strategic contribution.

## Duration

3.5 Hours

## Target Audience

This course is suitable for senior leaders, emerging leaders, and managers who contribute to organisational strategy and high-level decision-making.

## Learning Outcomes

By the end of the course, participants will be able to:

- Recognise how strategic thinking contributes to organisational effectiveness.
- Strengthen their own strategic thinking skills and identify areas for development.
- Use a range of practical strategic tools with confidence.
- Understand the common reasons organisational strategies fail.
- Apply strategic analysis to a real organisational case study.

# Course Content

## Session 1 - Strategic Mindset and Organisational Impact

- What strategic thinking is and how it differs from operational thinking.
- The importance of perspective shifting and external awareness.
- How strategic thinking supports organisational effectiveness and long term success.
- Group reflection on current strategic challenges within participants' organisations.

## Session 2 - Benchmarking Strategic Thinking Capability

- Self assessment of current strengths and development areas.
- Exploration of common barriers to strategic thinking.
- Discussion on habits and behaviours that limit strategic contribution.
- Identification of individual priorities for development.

## Session 3 - Understanding the External Environment

- How leaders rise above operational pressures to see the bigger picture.
- Exploration of external forces shaping organisational strategy.
- Introduction to horizon scanning and environmental awareness.
- Activity: identifying external trends affecting participants' organisations.

## Session 4 - Strategic Tools and Techniques

- Overview of practical tools used by strategic leaders.
- Exploration of models such as PESTLE, SWOT, Porter's Five Forces, and scenario planning.
- How and when to use each tool to support strategic conversations.
- Practical application of one tool to a current organisational challenge.

## Session 5 - Why Strategies Fail

- Examination of common causes of strategic failure.
- Case examples illustrating breakdowns in alignment, communication, insight, and execution.
- Discussion on early warning signs and how to mitigate them.

## Session 6 - Personal Strategic Development Plan

- Translating learning into individual action.
- Identifying behaviours and habits that strengthen strategic thinking.
- Setting personal goals for applying strategic tools in real work contexts.
- Commitment to next steps and ongoing development.