

Transitioning from Operational Manager to Strategic Leader

Course Overview

Warren Bennis and Peter Drucker both famously defined the differences between managers and leaders in the 1950s, noting 'managers are people who do things right while leaders are people who do the right thing'.

Being an operational manager is crucial to making sure things are done right, done well and done on time, but to truly elevate your organisation and have it stand out from your competition, you need to become a strategic leader. That means know where you are now, where you want to be in the future and how you're going to empower your people to get you there.

Program Format

This is a 1-day program that can be delivered face-to-face or virtually.

Course Objectives

At the end of this course the participants should be able to:

- Differentiate between operational and strategic leadership tasks and mindsets.
- Evaluate their leadership strengths and development areas.
- Apply strategic planning tools to a current or future initiative.
- Map key stakeholders and design influence strategies to drive alignment and engagement.
- Assess how team culture affects strategic execution and identify behaviors to reinforce.
- Develop a 90-day leadership roadmap that supports their transition from operational to strategic leadership.

Course Outline

Understanding The Shift: Operational Vs Strategic Thinking

- Key differences: Operational management vs. Strategic leadership
- Complete a self-assessment: "Which one are you currently acting as?"
- Where do you currently spend most of your time and how should you be redirecting your energy?

The Core Competencies of Strategic Leaders

- Vision & foresight
- Systems thinking
- Influence and alignment
- Decision-making under uncertainty

Gain insight into how you are being perceived as a leader with the 360-degree feedback tool.

From Tactics to Strategy

- Setting strategic goals aligned with the vision
- Frameworks: SWOT, PESTLE, Porter's Five Forces
- Strategy mapping and execution alignment

Leading Change and Building Strategic Influence

- Role of the leader in driving transformation
- Stakeholder mapping & influence strategies
- Emotional intelligence and communication
- Influencing up, down, and across
- Time management, focus, and strategic delegation

Building Strategic Culture and Developing Others

- Empowering teams and fostering autonomy
 - Creating a culture of continuous improvement
 - Talent development as a strategic lever
 - Group discussion: What culture are you creating?
- At the end of the program, participants will create a 90-day transition plan.

