



COURSE OVERVIEW LS0011

Executive Leadership: Delivering Results Through Strategic Performance Management

Course Title

Executive Leadership: Delivering Results Through Strategic Performance Management

Course Date/Venue

November 02-06, 2025/Plaza 2, Elite Byblos Hotel
Al Barsha, Sheikh Zayed Road, Dubai, UAE

Course Reference

LS0011

Course Duration/Credits

Five days/3.0 CEUs/30 PDHs



Course Description



This practical and highly-interactive course includes various practical sessions and exercises. Theory learnt will be applied using our state-of-the-art simulators.

This course is designed to provide participants with a detailed and up-to-date overview of Executive Leadership Delivering Results Through Strategic Performance Management. It covers the strategic performance management and its importance in achieving organizational goals and key principles and components of effective performance management; the role of leadership in driving performance management and setting goals and objectives; the SMART goals and objectives that align with organizational strategy and goals and objectives effectively to employees; the employee buy-in and commitment to achieving goals and objectives performance measurement and metrics; the key performance indicators (KPIs) that are relevant to organizational goals and objectives and the KPIs to assess performance and progress.



Further, this course will discuss the performance data to identify areas for improvement and opportunity, performance feedback and coaching, ongoing feedback and coaching to employees to improve performance; the performance gaps and challenges and strategies for recognizing and rewarding high performance; the performance improvement plans and performance improvement plans to address underperformance; the performance improvement discussions with employees and metrics for monitoring progress and success; and the talent development and succession planning, key competencies and skills required for success in leadership roles and talent development and succession planning strategies.





During this interactive course, participants will learn the potential successors and developing career plans for high-potential employees, building high-performing teams and the stages of team development and strategies for building high-performing teams; the team dynamics and conflicts, effective communication and collaboration strategies change management and organizational transformation; the impact of change on performance management and organizational strategy and implement change management strategies to drive performance and achieve results; the resistance to change, leading with emotional intelligence, the importance of emotional intelligence in leadership and self-awareness, self-regulation, motivation, empathy, and social skills; the self-awareness, self-regulation, motivation, empathy, and social skills and emotional intelligence to performance management and achieving results; the continuous improvement and innovation and a culture of continuous improvement and innovation; and the opportunities for innovation and creativity in performance management and leveraging technology and data analytics to drive performance and achieve results

Course Objectives

Upon the successful completion of this course, each participant will be able to: -

- Apply and gain an in-depth knowledge on executive leadership: delivering results through strategic performance management
- Define strategic performance management and its importance in achieving organizational goals and discuss key principles and components of effective performance management
- Recognize the role of leadership in driving performance management and setting goals and objectives
- Develop SMART goals and objectives that align with organizational strategy and communicate goals and objectives effectively to employees
- Ensure employee buy-in and commitment to achieving goals and objectives as well as performance measurement and metrics
- Identify key performance indicators (KPIs) that are relevant to organizational goals and objectives and measure and track KPIs to assess performance and progress
- Analyze performance data to identify areas for improvement and opportunity, performance feedback and coaching as well as provide ongoing feedback and coaching to employees to improve performance
- Identify and address performance gaps and challenges and develop strategies for recognizing and rewarding high performance
- Carryout performance improvement plans and develop performance improvement plans to address underperformance
- Conduct effective performance improvement discussions with employees and establish metrics for monitoring progress and success
- Apply talent development and succession planning, key competencies and skills required for success in leadership roles and implement talent development and succession planning strategies
- Assess potential successors and developing career plans for high-potential employees, building high-performing teams and discuss the stages of team development and strategies for building high-performing teams
- Identify and address team dynamics and conflicts, effective communication and collaboration strategies as well as identify change management and organizational transformation



- Determine the impact of change on performance management and organizational strategy and develop and implement change management strategies to drive performance and achieve results
- Identify resistance to change, leading with emotional intelligence, the importance of emotional intelligence in leadership and develop self-awareness, self-regulation, motivation, empathy, and social skills
- Develop self-awareness, self-regulation, motivation, empathy, and social skills and apply emotional intelligence to performance management and achieving results
- Discuss continuous improvement and innovation and develop a culture of continuous improvement and innovation
- Identify opportunities for innovation and creativity in performance management and leveraging technology and data analytics to drive performance and achieve results

Exclusive Smart Training Kit - H-STK®



*Participants of this course will receive the exclusive “Haward Smart Training Kit” (H-STK®). The H-STK® consists of a comprehensive set of technical content which includes **electronic version** of the course materials conveniently saved in a **Tablet PC**.*

Who Should Attend

This course provides an overview of all significant aspects and considerations of executive leadership, delivering results through strategic performance management for all executives, senior executives, heads of departments, business units, business owners and entrepreneurs, senior government officials and those who are responsible for driving organizational performance, setting strategic direction, and achieving business goals and objectives.

Training Methodology

This interactive training course includes the following training methodologies as a percentage of the total tuition hours:-

20% Lectures

80% Practical Exercises, Case Studies, Games, Customized Videos, Site Visits, Simulations, Role Play, Group Skill Sessions, Outdoor & Indoor Activities

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.

Course Fee

US\$ 5,500 per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Accommodation

Accommodation is not included in the course fees. However, any accommodation required can be arranged at the time of booking.



Course Certificate(s)

Internationally recognized certificates will be issued to all participants of the course who completed a minimum of 80% of the total tuition hours

Certificate Accreditations

Haward's certificates are accredited by the following international accreditation organizations:

-  British Accreditation Council (BAC)

Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. Haward's certificates are internationally recognized and accredited by the British Accreditation Council (BAC). BAC is the British accrediting body responsible for setting standards within independent further and higher education sector in the UK and overseas. As a BAC-accredited international centre, Haward Technology meets all of the international higher education criteria and standards set by BAC.

-  The International Accreditors for Continuing Education and Training (IACET - USA)

Haward Technology is an Authorized Training Provider by the International Accreditors for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this authority, Haward Technology has demonstrated that it complies with the **ANSI/IACET 2018-1 Standard** which is widely recognized as the standard of good practice internationally. As a result of our Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for its programs that qualify under the **ANSI/IACET 2018-1 Standard**.

Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking **Continuing Education Units** (CEUs) in accordance with the rules & regulations of the International Accreditors for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology Middle East will award **3.0 CEUs** (Continuing Education Units) or **30 PDHs** (Professional Development Hours) for participants who completed the total tuition hours of this program. One CEU is equivalent to ten Professional Development Hours (PDHs) or ten contact hours of the participation in and completion of Haward Technology programs. A permanent record of a participant's involvement and awarding of CEU will be maintained by Haward Technology. Haward Technology will provide a copy of the participant's CEU and PDH Transcript of Records upon request.



Course Instructor(s)

This course will be conducted by the following instructor(s). However, we have the right to change the course instructor(s) prior to the course date and inform participants accordingly:



Dr. Chris Le Roux, PhD, MSc, BSc, PMI-PMP, PMI-CAPM is a **Senior Project & Management Consultant** with over **30 years** of teaching, training and industrial experience. His expertise lies extensively in the areas of **Project & Contracts Management Skills, Project & Construction Management, Project Planning, Scheduling & Control, Project Management, Project Delivery & Governance Framework, Project Management Practices, Project Management Disciplines, Project Risk Management, Risk Identification Tools & Techniques, Project Life Cycle, Project Cost Management, Project Quality Management, Quality Assurance, Project Human Resource Management, Project Communications Management, Leadership Orientation Programme, Leadership & Team Building, Psychology of Leadership, Interpersonal Skills & Teamwork, Coaching & Mentoring, Innovation & Creativity, Leadership & Performance Management, Leadership Communication, Leadership Excellence for Senior Management, Supervisory, Leadership, Coaching & Mentoring, Leadership, Communications & Interpersonal Skills, Administrative Leadership Skills, Office Management & Administration Skills, Contract Management, Tender Development, Contract Standards & Laws, Dispute Resolution & Risk Identification, Myers-Briggs Type Indicator (MBTI), Organization Development Consultation, Advanced Debriefing of Emotional Trauma, Interpersonal Motivation, Model Based Interviewing, Coaching & Motivation, Creative Thinking & Problem-Solving Techniques, Emotional Intelligence, Presentation Skills, Communication & Interpersonal Skills, Effective Communication & Influencing Skills, Effective Business Writing Skills, Writing Business Documents, Business Writing (Memo & Report Writing), Controlling Your Time & Managing Stress, Crisis Management, Strategic Human Resources Management, Change Management, Negotiation Skills, Strategic Planning, Risk Analysis & Risk Management, Global Diverse & Virtual Teams Operation, Exceeding Customer Expectations, Corporate Governance Best Practice, Business Performance Management & Improvement, Building Environment of Trust & Commitment, Win-Win Negotiation Strategies, Interpersonal Motivation Skills, Inventory Management and Financial Administration. Further, he is also well-versed in Water Supply System Security, Vulnerability & Terrorism, Integrated Security Systems, Incident Threat Characterization & Analysis, Physical Security Systems, Security Crisis, Security Emergency Plan, Command & Control System, Preventive Actions and Situation Analysis. He was the **Psychologist & Project Manager** wherein he was responsible in the project management and private psychology practices.**

During his career life, Dr. Le Roux has gained his academic and field experience through his various significant positions and dedication as the **Director, Medico Legal Assessor Psychologist, Training & Development General Manager, Project Manager, Account Manager, Commercial Sales Manager, Manager, Sales Engineer, Project Specialist, Psychology Practitioner, Senior HR Consultant, Senior Lecturer, Senior Consultant/Trainer, Business Consultant, Assistant Chief Education Specialist, ASI Coordinator, Part-time Lecturer/Trainer, PMP & Scrum Trainer, Assessor & Moderator, Team Leader, Departmental Head, Technical Instructor/Qualifying Technician, Apprentice Electrician: Signals and Part-Time Electrician** from various companies and universities such as the South African Railway (SAR), Department of Education & Culture, **ESKOM**, Logistic Technologies (Pty. Ltd), Human Development: Consulting Psychologies (HDCP) & IFS, Mincon, Eagle Support Africa, Sprout Consulting, UKZN, Grey Campus, Classis Seminars, CBM Training, just to name a few.

Dr. Le Roux has a **PhD in Commerce Major in Leadership in Performance & Change**, a **Master's degree in Human Resource Management**, a **Bachelor's degree (with Honours) in Industrial Psychology**, a **National Higher Diploma** and a **National Technical Diploma in Electrical & Mechanical Engineering**. Further, he is a **Certified Project Management Professional (PMI-PMP)**, a **Certified Associate in Project Management (PMI-CAPM)**, a **Certified Scrum Master Trainer** by the VMEdU, a **Certified Instructor/Trainer** and a **Certified Internal Verifier/Assessor/Trainer** by the **Institute of Leadership & Management (ILM)**. Moreover, he is a **Registered Industrial Psychologist** by the Health Professions Council of South Africa (HPCSA), a **Registered Educator** by the South African Council for Educators (SACE) and a **Registered Facilitator, Assessor & Moderator** with Education, Training and Development Practices (ETDP) SETA. He has further delivered numerous trainings, courses, seminars, conferences and workshops globally.



Course Program

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the course for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

Day 1: Sunday, 02nd of November 2025

0730 – 0800	Registration & Coffee
0800 – 0815	Welcome & Introduction
0815 – 0830	PRE-TEST
0830 – 0930	Introduction to Strategic Performance Management Strategic Performance Management & Its Importance in Achieving Organizational • Key Principles & Components of Effective Performance Management • The Role of Leadership in Driving Performance Management
0930 – 0945	Break
0945 – 1030	Setting Goals & Objectives SMART Goals & Objectives that Align with Organizational Strategy
1030 – 1230	Setting Goals & Objectives (cont'd) Goals & Objectives Effectively to Employees
1230 – 1245	Break
1245 – 1420	Setting Goals & Objectives (cont'd) Employee Buy-In & Commitment to Achieving Goals & Objectives
1420 – 1430	Recap Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow
1430	Lunch & End of Day One

Day 2: Monday, 03rd of December 2025

0730 – 0930	Performance Measurement & Metrics Key Performance Indicators (KPIs) That are Relevant to Organizational Goals & Objectives
0930 – 0945	Break
0945 – 1100	Performance Measurement & Metrics (cont'd) Measuring & Tracking KPIs to Assess Performance & Progress • Performance Data to Identify Areas for Improvement & Opportunity
1100 – 1230	Performance Feedback & Coaching Ongoing Feedback & Coaching to Employees to Improve Performance • Identifying & Addressing Performance Gaps & Challenges
1230 – 1245	Break
1245 – 1420	Performance Feedback & Coaching (cont'd) Strategies for Recognizing & Rewarding High Performance
1420 – 1430	Recap Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow
1430	Lunch & End of Day Two

Day 3: Tuesday, 04th of December 2025

0730 – 0930	Performance Improvement Plans Developing Performance Improvement Plans to Address Underperformance • Conducting Effective Performance Improvement Discussions with Employees
0930 – 0945	Break



0945 – 1100	Performance Improvement Plans (cont'd) <i>Establishing Metrics for Monitoring Progress & Success</i>
1100 – 1230	Talent Development & Succession Planning <i>Identifying Key Competencies & Skills Required for Success in Leadership Roles • Developing & Implementing Talent Development & Succession Planning Strategies</i>
1230 – 1245	Break
1245 – 1420	Talent Development & Succession Planning (cont'd) <i>Assessing Potential Successors & Developing Career Plans for High-Potential Employees</i>
1420 – 1430	Recap <i>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow</i>
1430	Lunch & End of Day Three

Day 4: Wednesday, 05th of December 2025

0730 – 0930	Building High-Performing Teams <i>Understanding the Stages of Team Development & Strategies for Building High-Performing Teams • Identifying & Addressing Team Dynamics & Conflicts</i>
0930 – 0945	Break
0945 – 1100	Building High-Performing Teams (cont'd) <i>Developing Effective Communication & Collaboration Strategies</i>
1100 – 1230	Change Management & Organizational Transformation <i>Understanding the Impact of Change on Performance Management & Organizational Strategy</i>
1230 – 1245	Break
1245 – 1420	Change Management & Organizational Transformation (cont'd) <i>Developing & Implementing Change Management Strategies to Drive Performance & Achieve Results • Identifying & Addressing Resistance to Change</i>
1420 – 1430	Recap <i>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow</i>
1430	Lunch & End of Day Four

Day 5: Thursday, 06th of December 2025

0730 – 0930	Leading with Emotional Intelligence <i>Understanding the Importance of Emotional Intelligence in Leadership • Developing Self-Awareness, Self-Regulation, Motivation, Empathy, & Social Skills</i>
0930 – 0945	Break
0945 – 1100	Leading with Emotional Intelligence (cont'd) <i>Applying Emotional Intelligence to Performance Management & Achieving Results</i>
1100 – 1230	Continuous Improvement & Innovation <i>Developing a Culture of Continuous Improvement & Innovation • Identifying Opportunities for Innovation & Creativity in Performance Management</i>



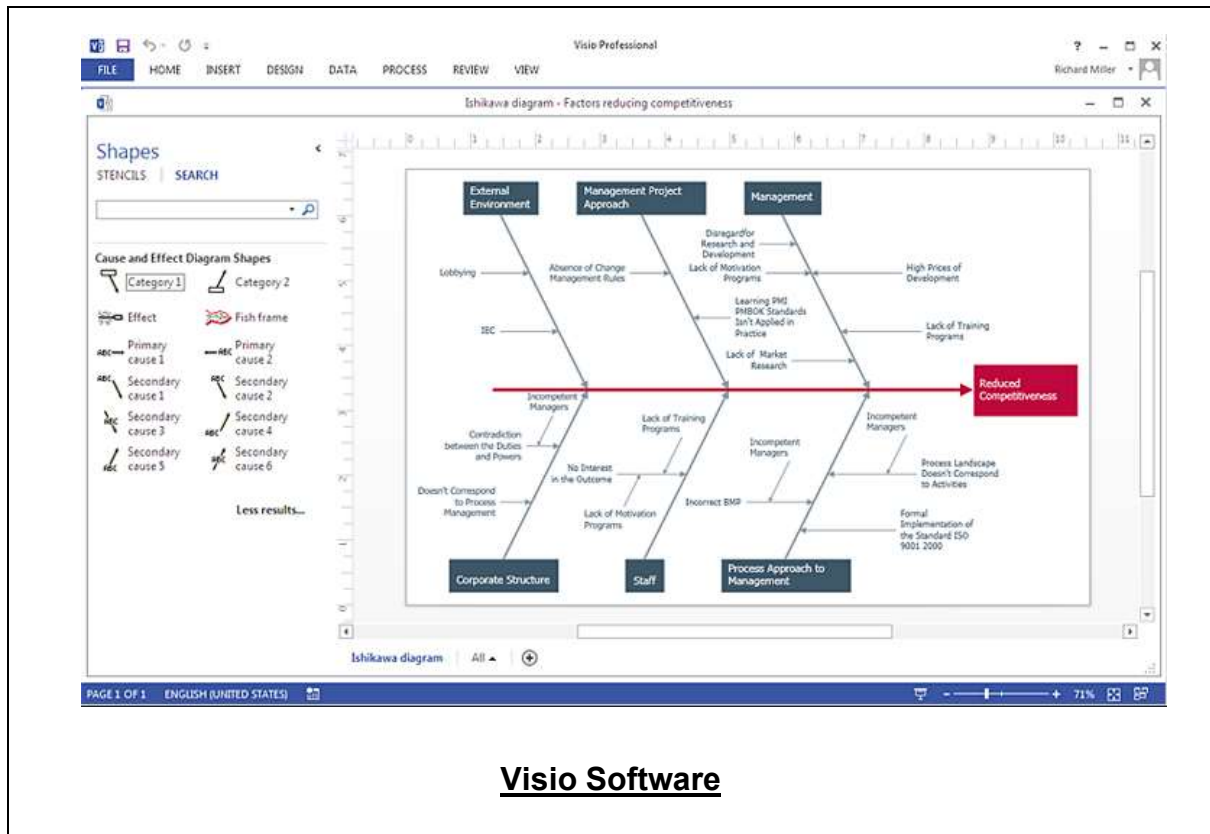
1230 – 1245	Break
1245 – 1345	Continuous Improvement & Innovation (cont'd) <i>Leveraging Technology & Data Analytics to Drive Performance & Achieve Results</i>
1345 – 1400	Course Conclusion <i>Using this Course Overview, the Instructor(s) will Brief Participants about the Course Topics that were Covered During the Course</i>
1400 – 1415	POST-TEST
1415 – 1430	Presentation of Course Certificates
1430	Lunch & End of Course

Simulator (Hands-on Practical Sessions)

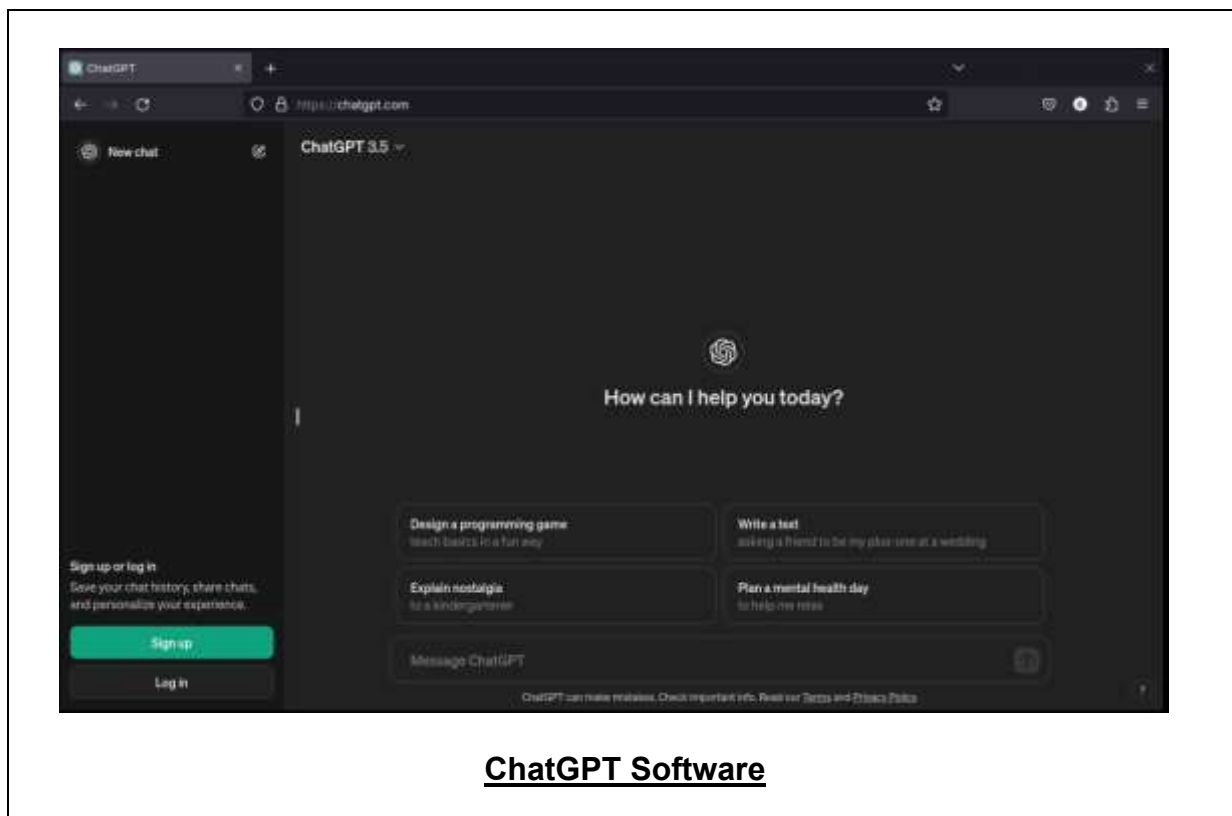
Practical sessions will be organized during the course for delegates to practice the theory learnt. Delegates will be provided with an opportunity to carryout various exercises using the “Mindview Software”, “Visio Software”, “ChatGPT” and “PMI Infinity”.



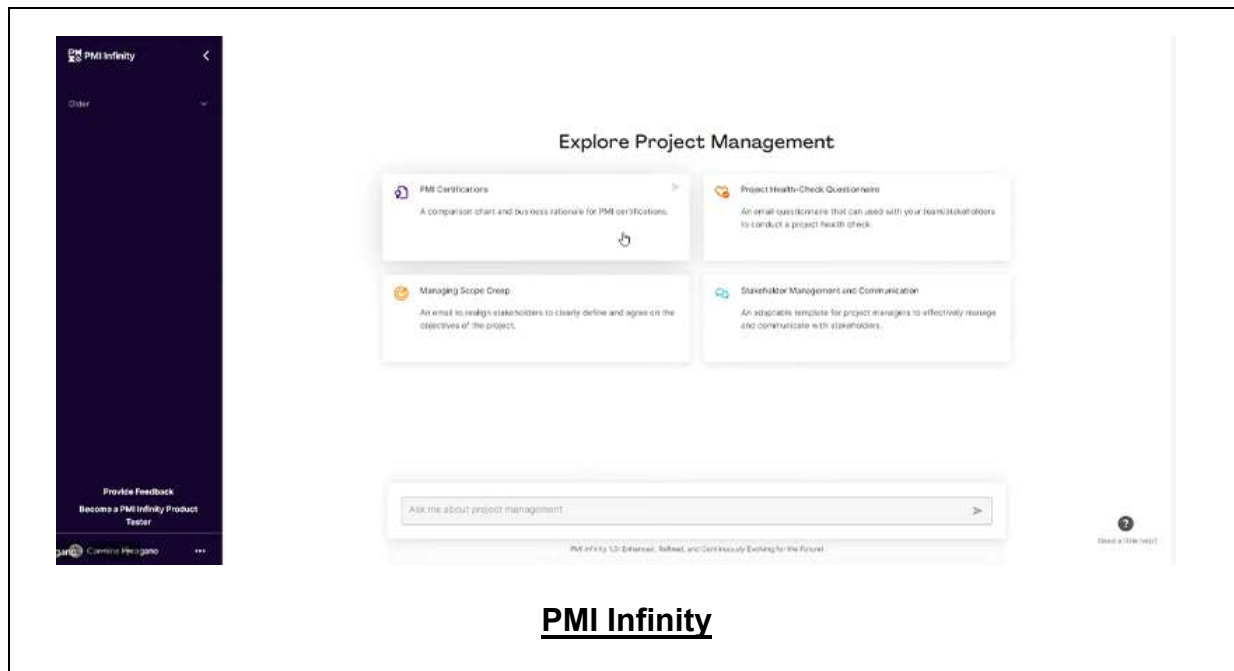
Mindview Software



Visio Software



ChatGPT Software



Course Coordinator

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