



COURSE OVERVIEW LS0104 **Leadership Agility for Organisational Excellence**

Course Title

Leadership Agility for Organisational Excellence

Course Date/Venue

Session 1: October 25-29, 2026/TBA Meeting Room, Holiday Inn Corniche, Riyadh, KSA

Session 2: December 27-31, 2026/TBA Meeting Room, Elite Byblos Hotel Al Barsha, Sheikh Zayed Road, Dubai, UAE



Course Reference

LS0104

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 software tools.

This course is designed to provide participants with a detailed and up-to-date overview of Leadership Agility for Organisational Excellence. It covers the leadership agility in modern organizations and the dimensions of leadership agility; developing an agile leadership mindset, enhancing self-awareness and leadership effectiveness and building emotional intelligence for agile leadership; aligning leadership with organizational excellence, strategic leadership agility and navigating complexity, uncertainty and ambiguity; and the agile decision-making for leaders, creative problem-solving and critical thinking, scenario planning and adaptive strategy.



Further, the course will also discuss the risks and opportunities with agility and diverse and high-performing teams; the adaptive leadership and situational leadership, communication and influencing skills including coaching for performance and development; the empowerment, delegation and accountability and creating psychological safety and collaboration; and the organizational change and transformation, leading change with agility and managing resistance to change.

During this interactive course, participants will learn the innovation and creative thinking, building organizational resilience and leading digital and future-ready organizations; the stakeholder agility and strategic relationships and leading across organizational boundaries; the agile performance management and execution and culture of continuous improvement; sustaining organizational excellence through agile leadership; and the leadership agility action planning.

Course Objectives/Outcomes & Benefits for the Participants

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

- Apply and gain an in-depth knowledge on leadership agility for organisational excellence
- Discuss leadership agility in modern organizations and explore the dimensions of leadership agility
- Develop an agile leadership mindset, enhance self-awareness and leadership effectiveness and build emotional intelligence for agile leadership
- Align leadership with organizational excellence, develop strategic leadership agility and navigate complexity, uncertainty and ambiguity
- Carryout agile decision-making for leaders, creative problem-solving and critical thinking as well as scenario planning and adaptive strategy
- Manage risks and opportunities with agility and lead diverse and high-performing teams
- Employ adaptive leadership and situational leadership, agile communication and influencing skills including coaching for performance and development
- Apply empowerment, delegation and accountability and create psychological safety and collaboration
- Recognize organizational change and transformation, lead change with agility and manage resistance to change
- Lead innovation and creative thinking, build organizational resilience and lead digital and future-ready organizations
- Describe stakeholder agility and strategic relationships, lead across organizational boundaries and apply agile performance management and execution
- Build a culture of continuous improvement, sustain organizational excellence through agile leadership and apply leadership agility action planning

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 leadership agility for organisational excellence for chief executive officers (CEOs), chief operating officers (COOs), executive directors, senior managers, heads of department, department managers, division managers, section managers, project managers, change management managers, organizational development managers, human resources managers, performance management managers, strategy managers, business development managers, team leaders, supervisors, senior specialists, and specialists.

Certificate Accreditations

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

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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.
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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 Fee

Riyadh	US\$ 7,000 per Delegate + VAT . This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.
Dubai	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.



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, M.Com, B.Com (Hons), PMP, Industrial Psychologist (HPCSA Reg.), PMI-ATP Instructor PMI-PMP, PMI-CAPM Instructor is a **Senior Management Consultant & Project Management Professional** with over **30 years** of combined engineering, managerial, consulting, counseling, and international training experience across Africa, the Middle East, the Gulf region, and Europe. His expertise lies extensively in the areas of **Project & Contracts Management Skills, Project & Construction Management, Project Planning, Scheduling, Cost Control, and Earned Value Management, Project Management (Predictive, Agile, and Hybrid), PMO setup and governance, Project Delivery & Governance Framework, Project Management Practices, Project Management Disciplines, Risk and Contract Management** (including contract

development, tendering, dispute resolution, and claims), **Risk Identification Tools & Techniques, Project Life Cycle, Stakeholder Management and Communication, Performance Coaching and Difficult Conversations, Project Management Processes, Project Integration Management, Project Management Plan, Project Work Monitoring & Control, Project Scope Management, Project Time Management, Project Cost Management, Project Quality Management, Quality Assurance, Project Human Resource Management, Project Communications Management, Leadership Orientation Programme, Leadership & Team Development, 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 and Resilience, 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 and Decision-Making Under Pressure; and Customer Experience, Service Excellence, and Negotiation Skills, Strategic Human Resources Management, Change Management and Organizational Development, Human Capital and Talent Management (succession planning, performance management, competency frameworks, and behavioral assessment), Strategic Planning and Execution, Project 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, Quality Improvement & Resource Optimization, Neuro Linguistic Programming (NLP), Personal Resilience Developing, Effective Role Modelling & Development, Managing Dynamic Work Environments, Organizational Development, Career Management, Situation & Behaviour Analysis, Interpersonal Motivation Skills, Inventory Management and Financial Administration. Further, he has also led or supported Training Needs Analyses (TNA), large-scale capability development programs, and leadership pipelines for technical, operational, and graduate employees. 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.**

During his career life, Dr. Le Roux has gained his academic and field experience through his various significant positions and dedication as the **Training & Development General Manager, Departmental Head (Electrical), Project Manager, Account Manager, Commercial Sales Manager, Manager, Sales Engineer, Project Specialist, Psychology Practitioner, Senior Consultant/Trainer, Business Consultant, Assistant Chief Education Specialist, ASI Coordinator, Part-time Lecturer/Trainer, PMP & Scrum Trainer, Assessor & Moderator, Team Leader, Departmental Head, Senior HR Consultant, Senior Lecturer / Academic Supervisor, Technical Instructor/Qualifying Technician, Apprentice Electrician: Signals, International Trainer, 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 (HDCCP) & IFS, Mincon, Eagle Support Africa, Sprout Consulting, UKZN, Grey Campus, Classis Seminars and CBM Training.

Dr. Le Roux has a **PhD 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 Qualified Electrical & Mechanical Engineering** from **Germiston College, South Africa**. Further, he is a **Certified Project Management Professional (PMP)**, a **PMI Authorized Training Partner (ATP) Instructor**, 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.

Training Methodology

Our courses employ an interactive, learner-centred methodology that integrates theoretical knowledge with practical application. The training is delivered through a suitable combination of some or all of the following methods, selected according to the course content and learning objectives:

- Instructor-led presentations and facilitated discussions
- Practical workshops and participant presentations
- Hands-on exercises and real-world case studies
- Equipment demonstrations and technical drawings
- Hardware- and software-based simulations
- Gamification & Role Play in soft-skills courses only
- Virtual Reality (VR) and Augmented Reality (AR)
- Instructional videos and other relevant training resources

This blended approach encourages active participation, strengthens practical skills and supports the effective application of acquired knowledge in the workplace.

Learning Design & Customization

This course can be customized to the exact requirements of clients. Haward Technology is so proud of our huge capabilities in tailoring our courses to the training needs of our valued clients.

Accommodation

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

Course Program

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

Day 1

0730 – 0800	<i>Registration & Coffee</i>
0800 – 0815	<i>Welcome & Introduction</i>
0815 – 0830	<i>PRE-TEST</i>
0830 – 0930	<i>Understanding Leadership Agility in Modern Organizations</i> <i>Defining Leadership Agility & Its Business Importance • Traditional Leadership versus Agile Leadership Approaches • Characteristics of Highly Agile Leaders • Leadership Agility as a Driver of Organizational Excellence</i>
0930 – 0945	<i>Break</i>
0945 – 1030	<i>Exploring the Dimensions of Leadership Agility</i> <i>Context-Setting Agility & Strategic Perspective • Stakeholder Agility & Relationship Management • Creative Agility & Innovative Problem-Solving • Self-Leadership Agility & Personal Effectiveness</i>
1030 – 1130	<i>Developing an Agile Leadership Mindset</i> <i>Growth Mindset & Continuous Learning • Adaptability, Flexibility & Openness to Change • Challenging Assumptions & Established Thinking • Developing Curiosity & Learning from Experience</i>

1130 – 1215	Enhancing Self-Awareness & Leadership Effectiveness Identifying Personal Leadership Strengths & Development Areas • Understanding Leadership Styles & Behavioral Preferences • Recognizing Personal Values, Beliefs & Leadership Drivers • Using Feedback for Continuous Leadership Development
1215 – 1230	Break
1230 – 1330	Building Emotional Intelligence for Agile Leadership Self-Awareness & Emotional Self-Management • Empathy & Social Awareness • Relationship Management & Interpersonal Effectiveness • Managing Emotions During Pressure & Uncertainty
1330 – 1420	Aligning Leadership with Organizational Excellence Understanding Organizational Excellence Principles • Translating Vision, Mission & Values into Leadership Behaviors • Creating Alignment Between People, Strategy & Performance • Establishing a Culture of Accountability & Excellence
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

0730 – 0830	Developing Strategic Leadership Agility Thinking Strategically in Dynamic Environments • Connecting Operational Decisions with Strategic Priorities • Balancing Short-Term Demands with Long-Term Objectives • Identifying Emerging Opportunities & Organizational Threats
0830 – 0930	Navigating Complexity, Uncertainty & Ambiguity Understanding VUCA & BANI Operating Environments • Recognizing Patterns in Complex Business Situations • Leading Effectively with Incomplete Information • Maintaining Direction During Uncertainty & Disruption
0930 – 0945	Break
0945 – 1100	Agile Decision-Making for Leaders Applying Structured Decision-Making Frameworks • Balancing Speed, Quality & Risk in Decisions • Using Evidence, Data & Leadership Judgment • Avoiding Cognitive Biases & Decision-Making Traps
1100 – 1215	Creative Problem-Solving & Critical Thinking Defining Problems & Identifying Root Causes • Applying Critical Thinking to Business Challenges • Generating Innovative Solutions & Alternatives • Evaluating Solutions Based on Impact & Feasibility
1215 – 1230	Break
1230 – 1330	Scenario Planning & Adaptive Strategy Identifying Strategic Drivers & Critical Uncertainties • Developing Alternative Future Scenarios • Assessing Organizational Readiness for Different Scenarios • Creating Flexible Strategic Responses & Contingency Plans

1330 – 1420	Managing Risks & Opportunities with Agility Identifying Strategic & Operational Risks • Evaluating Risk Probability & Organizational Impact • Balancing Risk Management with Opportunity Creation • Building Resilience into Leadership Decisions
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

0730 – 0830	Leading Diverse & High-Performing Teams Understanding Team Dynamics & Performance Drivers • Leveraging Diversity of Skills, Perspectives & Experience • Establishing Clear Roles, Expectations & Accountability • Creating Shared Ownership of Team Results
0830 – 0930	Adaptive Leadership & Situational Leadership Assessing Employee Capability & Commitment • Adapting Leadership Style to Individual & Team Needs • Balancing Direction, Coaching, Support & Delegation • Developing Employee Independence & Ownership
0930 – 0945	Break
0945 – 1100	Agile Communication & Influencing Skills Communicating with Clarity, Confidence & Purpose • Adapting Communication to Different Stakeholders • Applying Active Listening & Powerful Questioning • Influencing Without Formal Authority
1100 – 1215	Coaching for Performance & Development Shifting from Directive Leadership to Coaching Leadership • Applying Practical Coaching Models & Techniques • Conducting Effective Performance Conversations • Creating Individual Development & Improvement Actions
1215 – 1230	Break
1230 – 1330	Empowerment, Delegation & Accountability Identifying What, When & How to Delegate • Matching Responsibilities with Employee Capabilities • Establishing Decision Rights & Accountability • Monitoring Results Without Micromanagement
1330 – 1420	Creating Psychological Safety & Collaboration Building Trust & Openness Within Teams • Encouraging Constructive Challenge & Speaking Up • Learning from Mistakes Without Creating a Blame Culture • Strengthening Cross-Functional Collaboration & Teamwork
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 Three

Day 4

0730 – 0830	Understanding Organizational Change & Transformation Drivers of Organizational Change • Understanding Human Responses to Change • Recognizing Organizational Barriers to Transformation • Defining the Leader's Role During Change
0830 – 0930	Leading Change with Agility Creating a Compelling Case for Change • Communicating Change with Clarity & Credibility • Building Commitment & Ownership Across Teams • Maintaining Momentum During Transformation

0930 – 0945	Break
0945 – 1100	Managing Resistance to Change Identifying Sources & Types of Resistance • Understanding Emotional Reactions to Change • Engaging Resistant Employees Constructively • Converting Resistance into Participation & Commitment
1100 – 1215	Leading Innovation & Creative Thinking Creating Conditions that Encourage Innovation • Challenging Conventional Thinking & Existing Practices • Applying Design Thinking & Experimentation Principles • Converting Ideas into Practical Business Improvements
1215 – 1230	Break
1230 – 1330	Building Organizational Resilience Understanding Leadership Resilience & Organizational Resilience • Maintaining Performance During Disruption • Developing Adaptive Capacity Across Teams • Learning & Recovering from Setbacks
1330 – 1420	Leading Digital & Future-Ready Organizations Understanding Digital Transformation from a Leadership Perspective • Leading Teams Through Technology-Driven Change • Leveraging Data & AI to Support Leadership Decisions • Developing Future-Ready Skills & Organizational Capabilities
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 Four

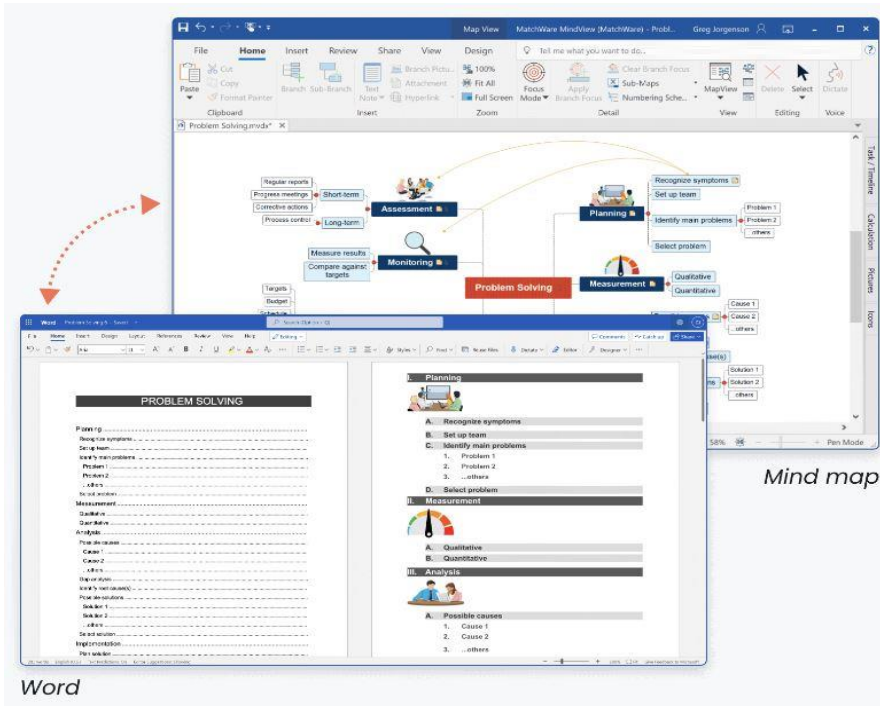
Day 5

0730 – 0830	Stakeholder Agility & Strategic Relationships Mapping Internal & External Stakeholders • Understanding Stakeholder Expectations & Interests • Managing Competing Priorities & Perspectives • Building Strategic Partnerships & Collaborative Relationships
0830 – 0930	Leading Across Organizational Boundaries Breaking Down Functional Silos • Strengthening Cross-Functional Coordination • Managing Interdependencies Across Business Units • Creating Enterprise-Wide Ownership of Results
0930 – 0945	Break
0945 – 1100	Agile Performance Management & Execution Translating Strategic Priorities into Measurable Objectives • Establishing Meaningful KPIs & Performance Indicators • Conducting Agile Performance Reviews & Check-Ins • Taking Corrective Action & Reprioritizing Resources
1100 – 1215	Building a Culture of Continuous Improvement Embedding Continuous Improvement into Daily Leadership • Encouraging Employee-Led Improvement Initiatives • Learning from Successes, Failures & Lessons Learned • Standardizing & Sustaining Successful Improvements
1215 – 1230	Break
1230 – 1315	Sustaining Organizational Excellence through Agile Leadership Integrating Agility into Leadership Practices • Developing Leadership Capability Across the Organization • Reinforcing Accountability, Innovation & Collaboration • Measuring Leadership Impact on Organizational Excellence

1315 – 1345	Leadership Agility Action Planning & Practical Application Assessing Personal Leadership Agility • Identifying Priority Leadership Development Areas • Developing an Individual Leadership Agility Action Plan • Defining Commitments for Workplace Application & Continuous Growth
1345 – 1400	Course Conclusion Using this Course Overview, the Instructor(s) will Brief Participants about the Course Topics that were Covered During the Course
1400 – 1415	POST-TEST
1415 – 1430	Presentation of Course Certificates
1430	Lunch & End of Course

Software Tools Demonstration

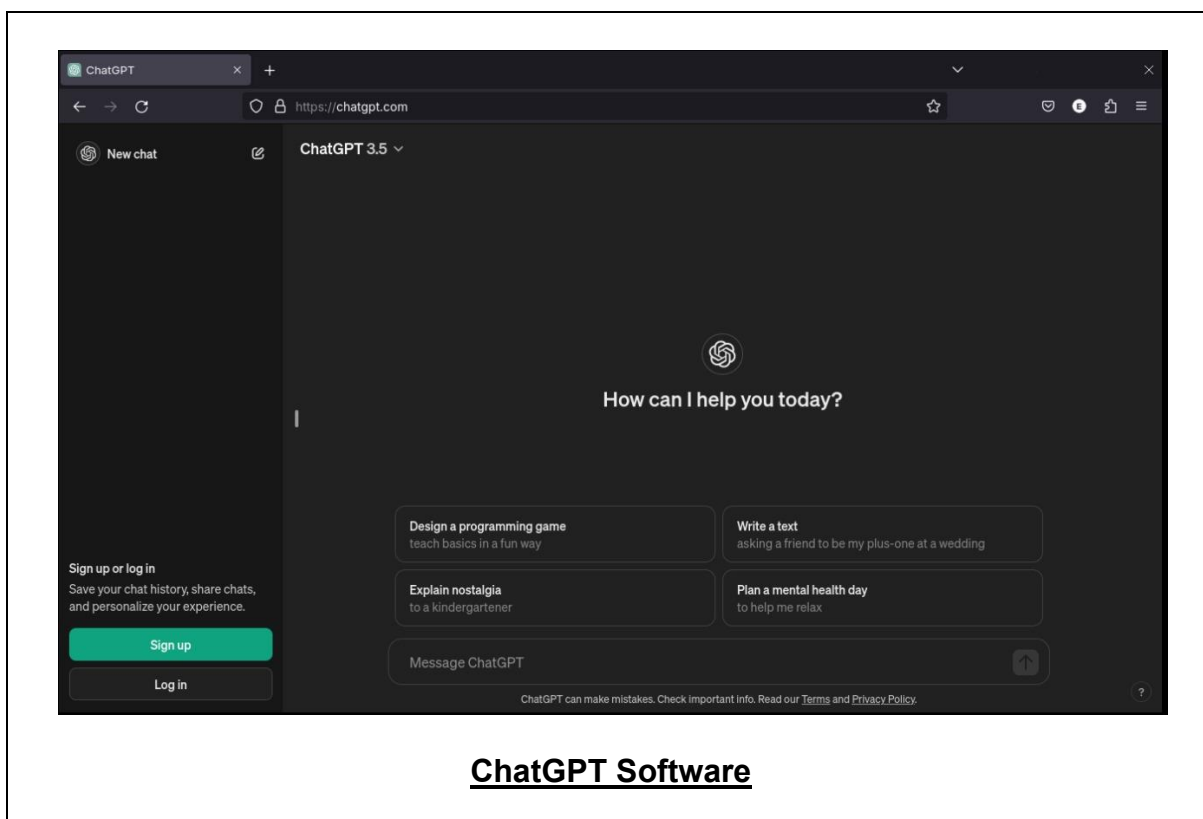
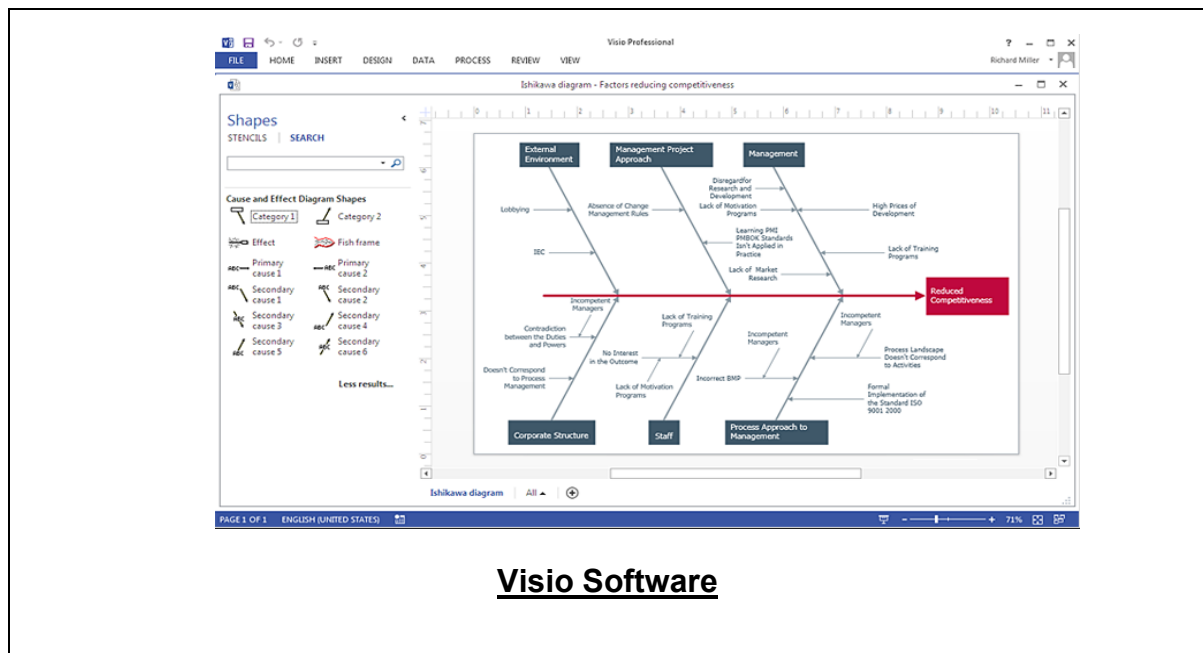
Practical sessions will be demonstrated through software tools during the course for delegates. Delegates will have an opportunity to understand the exercises using the “Mindview Software”, “Visio Software”, “ChatGPT” and “PMI Infinity”.

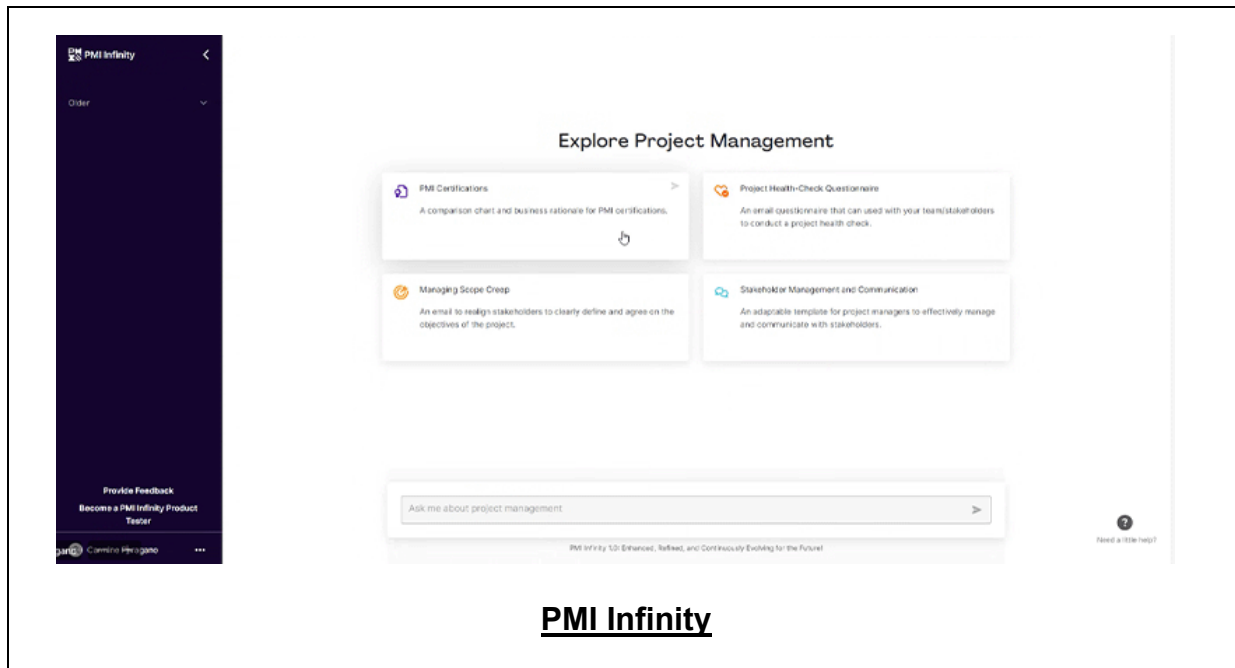


Mind map

Word

Mindview Software





Course Coordinator

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