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COURSE BROCHURE

Competent Manager Transformation Leadership and Strategy Translation Training Course

4 – 8 January 2027
Paris

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Ref: 3165_120222 **Date:** 4 – 8 January 2027 **Location:** Paris **Fees:** 5900 GBP

Competent Manager Transformation Leadership and Strategy Translation is a 1-week training course for middle and senior managers stepping into broader leadership roles, and each participant leaves with a personal leadership and strategy action plan. Organisations now change direction faster than their management layers can absorb, so the managers who turn corporate intent into unit priorities decide whether transformation lands. Jupiter Prime Training runs this course for managers ready to lead that translation.

Why Competent Manager Transformation Leadership Matters Now

Three pressures meet at the manager's desk. Executive teams issue strategies in broad statements that rarely say what a single unit should stop, start or protect. Employees, meanwhile, meet repeated restructuring with fatigue and quiet scepticism. A manager who reads the strategy well, sets clear unit priorities and keeps people engaged through disruption turns intent into measurable movement. The course rests on strategy cascading, stakeholder mapping and transition planning.

Who Gains Most from Competent Manager Transformation Leadership

- Managers who convert corporate objectives into unit targets and resource choices
- Function heads who must lead staff through restructuring, new systems or merged teams
- Recently promoted leaders who now speak for their unit in strategy discussions
- Project and operations managers accountable for change initiatives inside their area
- Deputy directors preparing to own a portfolio of transformation commitments

The greatest gain comes when a leadership tier from one division attends together, since its members can agree one reading of the strategy.

Competent Manager Transformation Leadership Capabilities

The outcomes centre on the manager's double task: interpreting direction from above and mobilising people below.

- Interpret a corporate strategy statement into three to five unit priorities — unit resource allocation
- Weigh competing initiatives against strategic intent and capacity — senior leadership trade-off discussions
- Map staff concerns, influence and readiness for a planned change — transition sequencing
- Communicate the case for change in terms each team recognises — frontline engagement
- Design a simple tracking rhythm linking unit actions to strategic results — progress reporting

- Build a personal leadership action plan aligned with strategic commitments — line manager development reviews

Key Competent Manager Transformation Leadership Terms

- Strategy translation — The work of turning broad organisational direction into specific unit priorities, targets and actions that people can carry out.
- Strategic intent — The core ambition an organisation pursues, stated clearly enough to guide choices at every management level.
- Unit priority — A limited commitment a team pursues because it contributes directly to the wider strategy.
- Change readiness — The degree to which people, processes and resources are prepared to adopt a new way of working.
- Transition plan — A sequenced set of steps that moves a team from current practice to the intended future state.
- Leadership shadow — The signals a manager sends through daily behaviour, which staff read as the real priorities.

Competent Manager Transformation Leadership Day by Day

Day 1: Reading the Strategic Direction

- Strategy Statement Decoding — What the Organisation Expects From Each Unit
- External Pressure Scan — Forces Behind the Current Transformation Agenda
- Stakeholder Expectation Grid — Whose Success Measures Shape Unit Choices
- Strategic Intent Interview Guide — Clarifying Ambiguity With Senior Sponsors
- Manager Role Audit — Where Current Time Diverges From Strategic Need

Day 2: Translating Strategy Into Unit Priorities

- Objective Cascade Worksheet — Linking Corporate Goals to Unit Outcomes
- Stop, Start, Protect Review — Freeing Capacity for New Commitments
- Initiative Prioritisation Matrix — Ranking Projects by Impact and Effort
- Resource Trade-Off Canvas — Balancing Budget, People and Timelines
- Unit Priority Statement — Agreeing Commitments With Senior Leadership

Day 3: Leading People Through Transformation

- Change Readiness Diagnostic — Judging Where Support Is Needed Most
- Influence and Concern Map — Sequencing Conversations With Key Staff
- Resistance Signal Log — Separating Genuine Concerns From Habit
- Transition Plan Outline — Phasing Changes to Protect Service Continuity
- Team Energy Check-In — Sustaining Morale During Prolonged Disruption

Day 4: Communicating and Tracking Change

- Case-for-Change Narrative — Explaining Purpose in Each Team's Language
- Message Cascade Calendar — Timing Briefings Across Shifts and Sites
- Feedback Loop Design — Hearing Frontline Concerns Before They Escalate
- Unit Progress Dashboard — Reporting Movement Against Strategic Commitments
- Monthly Strategy Conversation — Adjusting Priorities as Conditions Shift

Day 5: Practising the Personal Leadership and Strategy Action Plan

- Leadership Shadow Reflection — Aligning Daily Behaviour With Stated Priorities
- Priority Statement Peer Challenge — Testing Day Two Choices Under Scrutiny
- Transition Rehearsal — Applying Readiness Findings to a Live Case
- Sponsor Briefing Simulation — Presenting Unit Commitments and Required Support
- Personal Leadership and Strategy Action Plan — Final Commitments and Milestones

Applying Competent Manager Transformation Leadership After the Course

- Run a stop, start, protect review with the unit team and agree three priorities linked to the corporate strategy.
- Complete a change readiness diagnostic for one current initiative and adjust the transition plan using its findings.

Competent Manager Transformation Leadership Questions FAQ

What is competent manager transformation leadership and why does it matter now?

It is the ability to turn organisational strategy into clear unit priorities while leading people through change. It matters now because strategies shift more often, and managers decide whether a transformation is understood and sustained.

Which roles gain most from competent manager transformation leadership training?

Middle and senior managers gain most, especially those newly responsible for translating corporate goals or leading teams through restructuring. You benefit if you own change initiatives or represent your unit in planning.

How does competent manager transformation leadership differ from an executive strategy course?

It focuses on the manager's layer rather than the boardroom. An executive strategy course sets enterprise direction; this one shows you how to interpret it, choose unit priorities and keep staff committed.

What do you bring back from competent manager transformation leadership training?

You bring back a personal leadership and strategy action plan. It holds your unit priorities, a transition outline and a communication calendar, ready to agree with your line manager.

Competent Manager Transformation Leadership: The Way Forward

The personal leadership and strategy action plan first informs which unit commitments a manager agrees with senior sponsors for the coming quarter. Line managers, team members and sponsors all use it to see priorities and support needs. After its first use, the readiness findings deserve another look, since staff concerns shift as a transformation moves from announcement into everyday practice.