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COURSE BROCHURE

Advanced Strategic, Operational and Tactical Leadership Training Course

13 – 24 September 2027
Casablanca

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Registered in the United Kingdom and Saudi Arabia

Advanced Strategic, Operational and Tactical Leadership Training Course

Ref: 501_18507 **Date:** 13 – 24 September 2027 **Location:** Casablanca **Fees:** 8500 GBP

Strategic, Operational and Tactical Leadership is the subject of this 2-week advanced training course for senior managers, operations directors and department heads, who build a Leadership Cascade and Decision Rights Map for their own organisation. Faster market shifts and flatter structures mean the link between board intent and frontline action now breaks more easily, and leaders at every level feel the cost. Jupiter Prime Training runs this course in strategic, operational and tactical leadership.

Why Strategic, Operational and Tactical Leadership Matters Now

Three forces strain the chain between direction and action today: strategies that must be revised several times a year, operating units that run across sites and partners, and supervisors who need room to decide without waiting for approval. An organisation whose three leadership levels are aligned turns intent into results quickly and adapts without losing coherence; one whose levels drift sees initiatives stall in the middle, duplicated decisions and frontline teams working to outdated priorities. The course rests on Hoshin Kanri policy deployment, Objectives and Key Results OKRs, the RACI responsibility model and the Cynefin sense-making framework.

Who Gains Most from Strategic, Operational and Tactical Leadership

- Executives who translate board strategy into priorities for divisions and functions
- Directors who run operations across plants, depots, service centres or regions
- Department heads who turn annual objectives into quarterly and weekly commitments
- Transformation leads who track whether strategic initiatives reach execution
- Senior leaders who hold decision authority during disruptions and incidents

A leadership tier made up of a director, two department heads and a strategy or transformation lead gains most when attending together, because the cascade only holds when each level agrees what it decides.

Strategic, Operational and Tactical Leadership Capabilities

Participants leave able to distinguish what each leadership level owns, cascade objectives without distortion and make sound calls when information is incomplete.

- Align strategic intent with operational objectives through catchball dialogue — informing executive committees
- Design decision rights using RACI and delegation levels — clarifying authority for department heads
- Build cascaded OKRs and measures from enterprise to team — serving performance owners
- Weigh tactical options under uncertainty using Cynefin domains — guiding incident and shift leaders
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Communicate commander's intent so teams act without waiting — engaging frontline supervisors
- Assess alignment gaps between levels with review rhythms — informing boards and sponsors

Key Strategic, Operational and Tactical Leadership Terms

- Strategic Leadership — setting long-term direction, choices and resource priorities for the whole organisation.
- Operational Leadership — converting strategy into plans, structures and performance systems that run the business over months.
- Tactical Leadership — directing teams in days and hours to meet objectives within given resources and constraints.
- Hoshin Kanri — a policy deployment method that cascades a few breakthrough objectives and checks progress at every level.
- Decision Rights — the agreed allocation of who recommends, decides, is consulted and is informed for each type of decision.
- Commander's Intent — a short statement of purpose and end state that lets subordinates act sensibly when plans change.

Strategic, Operational and Tactical Leadership Day by Day

Day 1: Three Levels of Leadership

- Strategic, Operational and Tactical Levels — Separating Horizons and Accountabilities
- Leadership Pipeline Transitions — Shifting Skills at Each Level
- Strategy Execution Gaps — Diagnosing Where Intent Is Lost
- Energy and Logistics Leadership Cases — Comparing Level Interactions
- Leadership Level Self-Assessment — Selecting Personal Focus Areas

Day 2: Strategic Direction

- Vision, Mission and Strategic Choices — Defining Where to Play
- Scenario Planning — Testing Strategy Against Plausible Futures
- Strategic Priorities Matrix — Limiting Breakthrough Objectives
- Stakeholder Expectations Mapping — Balancing Owners, Customers and Staff
- Strategy on a Page — Communicating Direction Clearly

Day 3: Strategy Deployment

- Hoshin Kanri X-Matrix — Linking Objectives, Initiatives and Measures
- Catchball Dialogue — Negotiating Targets Between Levels
- Annual and Quarterly Planning Cycles — Setting Deployment Rhythm
- Initiative Portfolio Sequencing — Matching Change to Capacity
- Deployment Failure Patterns — Avoiding Cascades That Distort Intent

Day 4: Cascading Objectives and Measures

- OKR Design — Writing Objectives and Measurable Key Results
- KPI Cascades — Connecting Enterprise Measures to Team Metrics
- Leading and Lagging Indicators — Balancing Early Signals and Outcomes
- Target Setting Methods — Calibrating Stretch and Credibility
- Performance Dialogue Formats — Reviewing Progress Without Blame

Day 5: Operational Leadership

- Operating Model Design — Aligning Structure, Process and Roles
- Tiered Daily Management — Escalating Issues Between Levels
- Resource Allocation Decisions — Balancing Budgets Across Units
- Cross-Functional Coordination Forums — Resolving Interface Conflicts
- Operational Reviews — Linking Monthly Results to Strategy

Day 6: Decision Rights and Delegation

- RACI and RAPID Models — Allocating Decision Roles
- Delegation Levels — Matching Authority to Competence and Risk
- Decision Escalation Thresholds — Defining When Issues Move Upward
- Spans of Control and Layers — Removing Decision Bottlenecks
- Decision Rights Audit — Exposing Duplicated and Missing Authority

Day 7: Tactical Leadership

- Commander's Intent — Briefing Purpose and End State
- OODA Loop — Accelerating Observation, Orientation and Action
- Shift and Site Briefings — Turning Weekly Plans Into Daily Tasks
- Frontline Problem Escalation — Supporting Supervisors in Real Time
- After-Action Reviews — Capturing Lessons From Each Operation

Day 8: Leading Under Uncertainty

- Cynefin Framework — Matching Decision Style to Context
- Crisis Command Structures — Activating Clear Lines of Authority
- Decision-Making With Incomplete Information — Setting Acceptable Risk
- Cognitive Biases in Leadership — Reducing Overconfidence and Anchoring
- Adaptive Replanning — Adjusting Objectives Without Losing Coherence

Day 9: Aligning Leadership Behaviour

- Leadership Communication Cascades — Keeping Messages Consistent Across Levels
- Accountability Conversations — Holding Leaders to Agreed Commitments
- Leader Standard Work — Building Routines at Each Level
- Succession and Bench Strength — Preparing Leaders for the Next Level
- Alignment Pulse Surveys — Measuring Clarity of Priorities

Day 10: Practising the Leadership Cascade and Decision Rights Map

- X-Matrix Build — Applying Hoshin Kanri to a Business Unit
- Decision Rights Exercise — Mapping RACI for Key Decisions
- Disruption Simulation — Leading Across Levels Under Uncertainty
- Peer Review of Cascades — Challenging Objectives and Measures
- Leadership Cascade and Decision Rights Map — Completing Levels, Owners and Reviews

Applying Strategic, Operational and Tactical Leadership After the Course

- Run a decision rights audit on ten recurring decisions in one division and agree a revised RACI with its leaders.
- Draft an X-Matrix for the next planning cycle and test it through catchball with two department heads.

Strategic, Operational and Tactical Leadership Questions FAQ

What is strategic, operational and tactical leadership and why does it matter now?

It is the practice of leading at three linked levels, from long-term direction through operating plans to daily action. It matters now because frequent strategy changes break organisations whose levels are not deliberately connected.

Which roles gain most from strategic, operational and tactical leadership training?

Senior managers, operations directors and department heads gain most, because they sit between board intent and frontline execution and decide how objectives and authority flow.

How does strategic, operational and tactical leadership differ from a general leadership skills course?

It focuses on how leadership levels connect rather than on personal style. A general leadership skills course builds individual behaviours, while this subject designs cascades, decision rights and review rhythms across the organisation.

What do you bring back from strategic, operational and tactical leadership training?

You bring back a Leadership Cascade and Decision Rights Map for your organisation. It sets objectives by level, decision roles, escalation thresholds and review rhythms, ready to agree with fellow leaders.

Strategic, Operational and Tactical Leadership: The Way Forward

The Leadership Cascade and Decision Rights Map first informs which decisions move down a level in the next planning cycle. Senior managers, operations directors and department heads use it to align objectives and authority. After its first quarter, it is worth revisiting which escalations still reached the top, since they show where delegation or clarity is still missing.