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COURSE BROCHURE

# Leadership Vision and Organisational Reality Training Course

29 March – 2 April 2027
Paris

# Leadership Vision and Organisational Reality Training Course

**Ref:** 1365_51122 **Date:** 29 March – 2 April 2027 **Location:** Paris **Fees:** 5900 GBP

Leadership Vision and Organisational Reality is a 1-week training course for department heads and senior managers who must turn a strategic direction into workable operations, and it ends with a Vision-to-Reality Alignment Map for their own unit. Many visions stall because they ignore real capability, culture and resource limits inside the organisation. Jupiter Prime Training offers this course on leadership vision and organisational reality.

## Why Leadership Vision and Organisational Reality Matters Now

Three groups test every vision today. Boards and executives expect direction statements that translate into measurable operating choices, not slogans. Employees judge a vision by whether structures, budgets and daily routines actually change. Partners and customers notice quickly when promised change does not reach the front line. Leaders who ground vision in reality secure belief and progress; those who do not create cynicism and wasted investment. The course draws on the McKinsey 7-S framework, Galbraith's Star Model of organisation design, Edgar Schein's three levels of culture and Kotter's guidance on communicating a change vision.

## Who Gains Most from Leadership Vision and Organisational Reality

- Department heads translating corporate direction into unit priorities
- Senior managers leading a restructure or new operating model
- Function leaders whose capability gaps limit strategic ambition
- Directors preparing to launch a new direction to their teams
- Senior managers in merged or growing organisations aligning different cultures

A senior leadership team about to launch a new direction gains most when several of its members attend together and test the vision against the same organisational facts.

## Leadership Vision and Organisational Reality Capabilities

Participants write a vision that people can picture, then stress-test it against the structures, skills and culture that must carry it.

- Design a concise vision statement with a concrete picture of success — executives and staff who must commit
- Assess organisational fit using the McKinsey 7-S framework — deciding which elements must change first
- Test culture readiness through Schein's three levels — anticipating resistance to new behaviours
- Align structure, processes and rewards with the Star Model — organisation design decisions
- Calculate resource gaps between ambition and current capacity — budget and staffing choices
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Communicate direction with repeated, consistent messages — managers and front-line teams

## Key Leadership Vision and Organisational Reality Terms

- Vision Statement — a short description of the future an organisation or unit intends to create, vivid enough to guide choices.
- Organisational Reality — the current structures, capabilities, culture and resources that determine what a unit can actually deliver.
- McKinsey 7-S Framework — a model linking strategy, structure, systems, shared values, style, staff and skills to test organisational alignment.
- Star Model — an organisation design framework connecting strategy, structure, processes, rewards and people practices.
- Capability Gap — the difference between the skills and capacity a vision needs and what the organisation has today.
- Cultural Readiness — the degree to which shared assumptions and habits support the behaviours a new direction requires.

## Leadership Vision and Organisational Reality Day by Day

### Day 1: Where Visions Meet Resistance

- Vision-Execution Gap Patterns — Why Direction Statements Stall
- Stakeholder Expectations of Vision — Boards, Staff and Partners
- Current Direction Audit — Comparing Stated and Lived Priorities
- Leader Credibility Signals — Matching Words to Visible Decisions
- Unit Context Profile — Selecting the Case for the Week

### Day 2: Crafting a Grounded Vision

- Vision Statement Drafting — Concrete Picture, Purpose and Boundaries
- Future-State Scenarios — Testing Vision Against Plausible Conditions
- Strategic Choice Cascade — Where to Focus and What to Stop
- Success Indicators for the Vision — Observable Signs of Progress
- Peer Critique of Draft Visions — Clarity, Ambition and Realism

### Day 3: Testing Against Capability and Culture

- McKinsey 7-S Alignment Scan — Spotting Misfit Elements
- Capability Gap Assessment — Skills, Systems and Capacity
- Schein's Three Levels of Culture — Artefacts, Values and Assumptions
- Cultural Readiness Interviews — Surfacing Unspoken Barriers
- Cases From Healthcare Networks and Manufacturing Groups — Comparing Reality Checks

## Day 4: Aligning Structures, Resources and Messages

- Star Model Design Choices — Structure, Processes, Rewards and People
- Resource Reallocation Options — Funding the Vision From Current Budgets
- Sequencing Change Initiatives — Quick Signals and Longer Shifts
- Vision Communication Plan — Repetition, Channels and Leader Behaviour
- Middle Manager Briefing Packs — Equipping the Messengers

## Day 5: Practising the Vision-to-Reality Alignment Map

- Final Vision Statement Presentation — Applying Day Two Drafting
- 7-S and Culture Findings Summary — Applying Day Three Tests
- Design and Resource Decisions — Applying Day Four Choices
- Executive Challenge Panel — Defending Feasibility and Trade-Offs
- Completing the Vision-to-Reality Alignment Map — Gaps, Actions, Owners and Signals

## Applying Leadership Vision and Organisational Reality After the Course

- Run a 7-S alignment scan with the unit leadership team and agree the three biggest misfits.
- Launch the vision with a communication plan and equip middle managers with briefing packs.

## Leadership Vision and Organisational Reality Questions FAQ

### What is leadership vision and organisational reality and why does it matter now?

It is the practice of writing a direction and testing it against the capability, culture and resources that must deliver it. It matters now because stalled visions waste investment and erode trust.

### Which roles gain most from leadership vision and organisational reality training?

Department heads, senior managers leading restructures and directors launching a new direction gain most, because they connect executive intent with daily operations.

### How does leadership vision and organisational reality differ from a strategic planning course?

It focuses on whether a vision can actually be delivered by the organisation as it is, rather than on market analysis or long-range planning tools.

### What do you bring back from leadership vision and organisational reality training?

You bring back a tested vision statement, a 7-S and culture assessment of your unit and an alignment map with actions, owners and progress signals.

## Leadership Vision and Organisational Reality: The Way Forward

The Vision-to-Reality Alignment Map links a unit's vision to its capability gaps, design choices, resources and communication. Its first use is deciding which misfit to fix before launch. Department heads and their leadership teams use it in quarterly reviews. After the first quarter, revisit the culture interviews to check whether behaviours are shifting.