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COURSE BROCHURE

Senior Management Competences Training Course for Heads of Function

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Cairo

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Senior Management Competences Training Course for Heads of Function

Ref: 2168_79932 **Date:** 10 – 14 January 2027 **Location:** Cairo **Fees:** 3500 GBP

Senior Management Competences for Heads of Function is a 1-week training course for senior managers who run a function and sit one step below the executive committee, built around a function leadership agenda each participant drafts for their own unit. Flatter structures, tighter budgets and faster strategy cycles now ask heads of function to think enterprise-wide while still running their unit. Jupiter Prime Training delivers this course on senior management competences.

Why Senior Management Competences Matter Now

Three pressures shape senior management competences today. Executive committees expect heads of function to turn enterprise strategy into unit choices unprompted. Finance teams demand evidence for every resource request as budgets tighten and capital is rationed. Boards and their committees increasingly invite functional leaders to present directly, so a single weak paper can cost credibility. A function led well becomes a trusted contributor to enterprise direction; one led poorly becomes a cost centre that others decide for. The course draws on established practice in strategy deployment, portfolio prioritisation, the balanced scorecard and objectives and key results OKRs.

Who Gains Most from Senior Management Competences

- Leaders accountable for a whole function's budget, headcount and service levels
- Senior managers who translate enterprise strategy into their unit's annual priorities
- Function leads who present proposals and performance to executive committees or board committees
- Managers of managers who must align a leadership team behind shared choices
- Senior specialists moving into an enterprise role with cross-functional reach

Shared-services and corporate functions gain most when several heads attend together, sharing one language for trade-offs.

Senior Management Competences Capabilities

Participants practise the judgements that separate running a function from steering its place in the enterprise.

- Align function priorities with enterprise strategy using a strategy deployment cascade — executive committee
- Weigh competing initiatives through portfolio scoring and capacity limits — resource allocation decisions
- Design a function scorecard linking leading and lagging indicators — quarterly performance conversations
- Communicate a board paper with a clear ask, options and risks — board committees
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Build a cohesive leadership team through explicit decision rights — direct reports and peers
- Assess change readiness and sequence transitions across the unit — affected staff and sponsors

Key Senior Management Competences Terms

- Strategy deployment — the cascading of enterprise objectives into function goals, initiatives and measures.
- Portfolio prioritisation — ranking initiatives against value, risk and capacity.
- Function scorecard — a short set of measures showing how a unit performs on outcomes, operations, people and cost.
- Decision rights — the agreed allocation of who decides, who is consulted and who is informed on each recurring choice.
- Board paper — a written submission to a board or committee that sets out a decision required, options, evidence and risks.
- Function leadership agenda — a one-page statement of a head of function's priorities, resources, measures and team commitments for the year.

Senior Management Competences Day by Day

Day 1: The Enterprise View of a Function

- Enterprise Strategy Reading — Where the Function Creates or Protects Value
- Stakeholder Expectations Map — Executive, Board and Internal Customer Demands
- Operating Model Canvas — How the Function Organises Its Services
- Senior Role Transition Diagnostic — Shifting From Expert to Enterprise Leader
- Competence Self-Assessment Grid — Strengths and Gaps for Senior Office

Day 2: Strategic Planning and Deployment

- Strategy Deployment Cascade — Turning Enterprise Goals Into Function Objectives
- Objectives and Key Results Drafting — Setting Measurable Quarterly Ambitions
- Scenario Planning Exercise — Testing Function Plans Against Uncertain Futures
- Strategic Initiative Charters — Defining Scope, Sponsor and Success Measures
- Annual Planning Calendar — Synchronising Function Cycles With Enterprise Budgeting

Day 3: Resources and Organisational Performance

- Portfolio Scoring Matrix — Ranking Initiatives by Value, Risk and Effort
- Zero-Based Budget Challenge — Justifying Every Line of Function Spend
- Capacity and Headcount Modelling — Matching Workforce to Committed Priorities
- Balanced Scorecard Design — Choosing Leading and Lagging Function Indicators
- Performance Review Rhythm — Running Monthly and Quarterly Business Reviews

Day 4: Leading Change and Leadership Teams

- Decision Rights Charter — Clarifying Who Decides Across the Leadership Team
- Leadership Team Effectiveness Review — Diagnosing Trust, Conflict and Accountability
- Change Readiness Assessment — Sequencing Transitions Within the Function
- Sponsor and Change Network Design — Mobilising Managers to Carry Change
- Board Paper Structure — Framing the Ask, Options and Risks

Day 5: Practising the Function Leadership Agenda

- Board Committee Simulation — Presenting a Resource Request Under Challenge
- Portfolio Trade-Off Negotiation — Agreeing Priorities With Peer Heads
- Scorecard Calibration Clinic — Testing Indicators Against Real Unit Data
- Peer Feedback Panel — Refining Leadership Team Commitments
- Function Leadership Agenda — Final One-Page Priorities and Measures

Applying Senior Management Competences After the Course

- Run a portfolio scoring session with direct reports to re-rank current initiatives and release capacity from the lowest-value work.
- Agree a decision rights charter with the leadership team and test it at the next quarterly business review.

Senior Management Competences Questions FAQ

What are senior management competences for heads of function and why do they matter now?

They are the planning, resourcing, performance and communication capabilities a head of function needs to steer a unit within the enterprise. They matter now because executive teams in utilities and healthcare expect functional leaders to make enterprise trade-offs.

Which roles gain most from senior management competences for heads of function?

Leaders who own a function's budget, team and service levels gain most. You benefit most if you present to executive committees or lead other managers.

How do senior management competences for heads of function differ from executive leadership courses?

They focus on running and positioning a single function rather than directing the whole enterprise. Executive courses address chief-level strategy and governance; this course equips you to deploy that strategy, allocate resources and report performance from the function level.

What do you bring back from senior management competences for heads of function?

You bring back a one-page agenda of priorities, resources and measures for your function. It comes with a scorecard draft and a decision rights charter.

Senior Management Competences: The Way Forward

The function leadership agenda first informs the next budget submission, where its ranked priorities justify each resource request. The head of function uses it with direct reports, finance partners and the executive sponsor. After its first quarterly business review, the perspective worth revisiting is decision rights: whether the leadership team now resolves trade-offs without escalating them.