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COURSE BROCHURE

# Advanced Accelerated Executive Transition Training Course

11 – 22 July 2027
Manama

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Registered in the United Kingdom and Saudi Arabia

# Advanced Accelerated Executive Transition Training Course

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Accelerated Executive Transition is a 2-week training course for newly appointed executives and senior managers who must take charge of a function quickly and build a 90-day executive transition plan. Boards and owners now expect new leaders to read the finances, set direction and win trust within a single quarter, while the cost of a stalled entry keeps rising. Jupiter Prime Training runs this Accelerated Executive Transition course for leaders stepping up.

## Why Accelerated Executive Transition Matters Now

Three pressures shape the first months in a senior role. Boards and investors judge a new executive on early financial signals, so balance sheet and cash literacy can no longer be delegated. Teams inherited mid-change carry fatigue and unclear mandates, which makes trust and sponsorship fragile. Peers and external partners form opinions within weeks, and those opinions decide whether resources follow. Managed deliberately, a transition keeps momentum and talent; left to chance, it brings reversed decisions and quiet attrition. The course rests on established practice in financial statement analysis, scorecards that link objectives to measures, and structured stakeholder mapping.

## Who Gains Most from Accelerated Executive Transition

- Leaders newly accountable for a business unit's profit and loss and its annual targets
- Functional heads promoted from technical or specialist tracks into general leadership
- Senior managers moved across sectors or divisions who must learn a new operating model fast
- Executives taking over a team in the middle of a restructuring or turnaround
- Successors named to replace a long-serving leader and expected to reset direction

Leadership cohorts promoted in the same cycle gain most when several members attend together, because they leave with a shared language for finance, priorities and stakeholder commitments.

## Accelerated Executive Transition Capabilities

Participants turn the uncertainty of a new mandate into a sequence of deliberate early moves, each grounded in numbers, relationships and evidence.

- Diagnose the inherited situation as start-up, turnaround, realignment or sustained success — the board conversation on mandate
- Interpret income statement, balance sheet and cash flow signals — budget and investment choices
- Build a stakeholder influence map with sponsors, blockers and swing voters — coalition building with peers
- Select early wins that test the strategic direction — credibility with the executive committee
- Weigh irreversible and reversible decisions under time pressure — risk exposure for the organisation
- Design the 30, 60 and 90-day transition milestones — alignment with the appointing executive

## Key Accelerated Executive Transition Terms

- Transition diagnosis — An early assessment of whether a unit needs start-up, turnaround, realignment or continuity, shaping the leader's priorities.
- Working capital — Current assets minus current liabilities; it shows how much cash is tied up in daily operations.
- Stakeholder influence map — A chart of people who can sponsor, block or sway the new leader's agenda, with their interests.
- Early win — A visible, achievable result in the first months that builds credibility and tests the chosen direction.
- Decision rights — Agreed rules on who proposes, approves and is consulted on each class of decision.
- Operating rhythm — The recurring cycle of meetings, reports and reviews through which a leadership team steers performance.

## Accelerated Executive Transition Day by Day

## Day 1: Reading the Mandate

- Appointment Brief Review — Clarifying Expectations With The Appointing Executive
- Situation Diagnosis Matrix — Choosing Turnaround, Realignment Or Continuity Priorities
- Predecessor Legacy Audit — Deciding What To Keep, Fix Or Retire
- Culture Signal Scan — Reading Unwritten Norms Before Changing Them
- Personal Transition Risk Profile — Spotting Blind Spots From Past Roles

## Day 2: Financial Statements for Executives

- Income Statement Drivers — Linking Revenue And Cost Lines To Unit Choices
- Balance Sheet Reading — Judging Asset Intensity And Funding Structure
- Cash Flow Statement — Separating Operating Cash From Accounting Profit
- Working Capital Levers — Freeing Cash Tied In Receivables And Inventory
- Ratio Dashboard — Comparing Margin, Return And Liquidity Against Peers

## Day 3: Budgets and Investment Choices

- Budget Assumption Testing — Challenging Inherited Targets Before Committing To Them
- Variance Analysis — Explaining Gaps Between Plan And Actual Results
- Net Present Value And Payback — Ranking Competing Investment Requests
- Cost Base Mapping — Separating Fixed, Variable And Discretionary Spend
- Scenario Sensitivity Table — Showing The Board Downside And Upside Ranges

## Day 4: Strategic Direction in a New Seat

- Strategy Inheritance Review — Testing Whether Current Direction Still Fits The Market
- Competitive Position Scan — Locating Where The Unit Wins Or Loses
- Strategy Map — Linking Financial, Customer, Process And Capability Objectives
- Priority Shortlist — Narrowing Many Agendas To Three Executive Priorities
- Direction Statement — Expressing Intent In Words Teams Can Repeat

## Day 5: Operations and Performance Measures

- Value Chain Walkthrough — Finding Bottlenecks Between Demand And Delivery
- Unit Scorecard Measures — Choosing Leading And Lagging Indicators For The Unit
- Operating Rhythm Design — Setting The Cadence Of Reviews And Reports
- Decision Rights Chart — Clarifying Who Proposes, Approves And Is Consulted
- Process Health Check — Selecting Operations Fixes With The Fastest Payoff

## Day 6: Stakeholder Influence

- Stakeholder Influence Map — Identifying Sponsors, Blockers And Swing Voters
- Board And Owner Briefing — Framing Early Findings For Governing Bodies
- Peer Coalition Building — Trading Support Across Functions Without Losing Focus
- Upward Expectation Contract — Agreeing Success Measures With The Line Executive
- External Partner Outreach — Resetting Relationships With Key Customers And Suppliers

## Day 7: Executive Decision Making

- Reversible Versus Irreversible Test — Matching Speed Of Decision To Its Stakes
- Decision Log — Recording Assumptions So Later Reviews Stay Honest
- Pre-Mortem Exercise — Surfacing Failure Modes Before A Major Commitment
- Information Triage — Separating Signal From Noise In Executive Inboxes
- Escalation Protocol — Deciding What Reaches The Executive Desk

## Day 8: Building the Leadership Team

- Team Capability Assessment — Judging Fit Of Inherited Direct Reports
- Role Redesign Options — Reshaping Responsibilities Before Replacing People
- Succession Gap Review — Protecting Critical Positions During Change
- Team Charter — Agreeing Norms, Forums And Accountabilities
- Talent Conversation Guide — Holding Candid Discussions On Performance And Potential

## Day 9: Leading Through Change

- Change Readiness Scan — Gauging Energy And Fatigue Across The Unit
- Early Win Portfolio — Selecting Visible Results That Test Direction
- Executive Narrative — Connecting Finances, Priorities And Purpose For Staff
- Resistance Signal Log — Responding To Pushback Before It Hardens
- Personal Energy Plan — Sustaining Judgement Under Heavy Early Demands

## Day 10: Practising the 90-Day Executive Transition Plan

- Mandate And Diagnosis Summary — Applying Situation Analysis To The Participant's Role
- Financial Baseline Page — Applying Statement Reading To The Unit's Numbers
- Stakeholder Commitments Table — Applying The Influence Map To Named Relationships
- Peer Challenge Panel — Testing Each Plan Against Colleague Scrutiny
- 90-Day Executive Transition Plan — Completing Milestones, Measures And Early Wins

## Applying Accelerated Executive Transition After the Course

- Run a two-hour diagnosis session with direct reports using the situation diagnosis matrix and share the agreed priorities with the appointing executive.
- Build a one-page financial baseline from the unit's latest statements and use it to open the first budget conversation with finance partners.

## Accelerated Executive Transition Questions FAQ

### What is Accelerated Executive Transition and why does it matter now?

Accelerated Executive Transition is the disciplined way a new senior leader diagnoses a role, reads its finances and sets early priorities. It matters now because boards judge new appointees within months and slow entries cost talent, momentum and trust.

### Which roles gain most from Accelerated Executive Transition training?

Newly appointed executives and senior managers gain most. That includes specialists promoted into general leadership, leaders moving across sectors, and successors taking over teams mid-change who must win credibility and resources quickly.

### How does Accelerated Executive Transition differ from a general leadership development course?

Accelerated Executive Transition focuses on the first quarter in a new senior seat. A general leadership course builds broad behaviours over time, whereas this course joins finance, stakeholder influence and decision making into one time-bound entry plan.

## What do you bring back from Accelerated Executive Transition training?

You bring back a tested entry plan for your own role. It holds your situation diagnosis, a financial baseline, a stakeholder influence map, selected early wins and milestones agreed with the person who appointed you.

## Accelerated Executive Transition: The Way Forward

The 90-day executive transition plan first informs the expectation conversation with the appointing executive, where mandate, measures and early wins are agreed. The new leader and their direct reports use it as a shared reference in weekly reviews. After its first use, the stakeholder influence map deserves another look, because alliances shift once early decisions become visible across the organisation.