

# Leadership & Management Development



## 4.8 Putting Strategy into Action

The programmes within this Business Development pillar are not “off-the-shelf” courses. They are designed as a menu of development options that can be combined, adapted and shaped to reflect how your organisation actually creates value, wins work and sustains client relationships. What appears to be a requirement for “sales training” often points to something deeper – commercial confidence, consultative thinking, internal collaboration or the ability to articulate value with credibility.

These outlines are therefore best read as catalysts for discussion – prompts to help you reflect on how opportunity is identified, pursued and converted and what kind of development will genuinely shift commercial behaviour. In practice, the most effective solutions often draw on complementary elements from across our other pillars – Communication, Personal Development, Management and Leadership and Senior-Level Leadership and Talent Development. Every intervention we deliver is built in partnership with you, around your culture, your people and the outcomes you need to achieve.

### Course Overview

A strategy only creates value when it is translated into consistent action. Many organisations invest significant time in defining direction, yet struggle to convert intent into delivery. The gap between planning and execution is where momentum is lost, priorities drift and confidence erodes.

This practical one-day programme equips managers and leaders with the skills required to turn strategic priorities into clear, achievable action. Participants explore how to translate high-level intent into operational reality, align people and processes, establish ownership and track progress in a disciplined and visible way. Particular emphasis is placed on the leadership behaviours that sustain focus, reinforce accountability and keep teams aligned when pressures compete.

Delegates leave with a practical framework for moving strategy out of documents and into daily behaviour, ensuring that priorities are understood, owned and delivered in a way that creates real organisational impact.

### Who Should Attend

**Managers, leaders and project professionals who want to:**

- Improve the consistency of strategy execution
- Translate organisational priorities into clear action
- Strengthen ownership and follow-through
- Maintain momentum across complex initiatives
- Improve alignment between planning and delivery

Applicable across all sectors where execution quality determines results.

### Context

Even the strongest strategy will fail if it is not executed well. When priorities are unclear, ownership is vague or progress is not tracked, people revert to short-term activity and organisational focus fragments. Over time, this erodes confidence in leadership and weakens belief in change.

At Expleo we help leaders close the gap between ambition and action. This programme enables participants to create clarity, maintain momentum and embed disciplined execution. It supports leaders to move beyond planning and into visible, sustained delivery, ensuring that strategic commitments translate into tangible outcomes that build trust and performance.

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## How Certification is Earned

Upon successful completion of this course, participants will be awarded a certificate of attendance from Expleo Academy.

## Course Objectives

**By the end of this programme participants will be able to:**

- Explain why execution is critical to organisational success
- Translate strategic priorities into clear operational plans
- Define ownership, milestones and success measures
- Track progress using meaningful performance indicators
- Identify and address barriers to delivery
- Strengthen engagement and shared accountability

## Course Outline

### 1. Strategy and Execution

- Why strong strategies fail in practice
- The leadership role in delivery

### 2. Turning Direction into Action

- Cascading priorities into operational goals
- Structuring clear, achievable action plans

### 3. Ownership and Accountability

- Clarifying roles and responsibilities
- Creating visible commitment and follow-through

### 4. Measuring Progress

- Selecting meaningful indicators and milestones
- Using data to inform timely decisions

### 5. Overcoming Barriers

- Identifying risks, resistance and obstacles
- Maintaining focus and momentum under pressure

### 6. Sustaining Alignment

- Keeping strategy visible in daily work
- Reinforcing behaviours that support delivery

## Training Methodology

**Interactive and applied learning including:**

- Real organisational scenarios and case material
- Group planning, mapping and problem-solving
- Practical tools for strategy implementation
- Facilitator guidance and structured action planning

Participants will leave with practical structures, tools and confidence to ensure that strategic priorities are converted into consistent action and measurable results across their area of responsibility

## Contact

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