Transformation Pillar:
Talent Architecture & Capability Development

Designing and Governing Leadership Development Programs

Build Leadership Pipelines That Deliver Measurable Results

COURSE OVERVIEW

Most organizations invest heavily in leadership development, yet few can show what it changed. This two-day program equips HR, L&D, and talent leaders to design leadership development that is anchored in strategy, grounded in evidence, and governed for results.

Participants work through the full design cycle: identifying the leadership capabilities the strategy requires at each pipeline level, diagnosing needs through 360 feedback, psychometrics, and development centers, and identifying high potential through ability, aspiration, and engagement. They then design spaced learning journeys that combine practice with feedback, action learning on real business challenges, coaching, mentoring, and stretch assignments, with AI used where it genuinely helps, such as conversation practice and between-session coaching prompts.

The second day turns to governance and measurement: executive sponsorship, the line manager's role, fair selection and exit criteria, links to succession, and measuring behavior change, business results, promotion, and retention.

This program is delivered by world-renowned HR transformation expert, consultant, and author, **Mostafa Azzam**, who has designed and led enterprise leadership development programs for major organizations across the GCC.

COURSE OBJECTIVES

By the end of this program, participants will be able to:

- **Translate** business strategy into leadership capability requirements for each pipeline level.
- **Diagnose** leadership needs using 360 feedback, psychometrics, and development centers.
- **Identify** high potential using ability, aspiration, and engagement.
- **Design** spaced, practice-based leadership journeys that combine learning, experience, and coaching.
- **Establish** governance, including sponsorship, manager involvement, and selection and exit criteria.
- **Measure** behavior change, business results, and succession outcomes.
- **Build** a leadership development blueprint and business case for their own organization.

COURSE METHODOLOGY

This program follows our decision-centered learning design, combining:

- **Opening Challenges:** Practical challenges that surface participants' assumptions before frameworks are introduced.
- **Expert-Led Briefings:** Concise, evidence-based input on concepts, frameworks, and emerging practice.
- **Case Studies and Simulations:** Realistic situations with genuine choices, where participants decide, defend, and reconsider.
- **Hands-on Activities:** Applying tools and frameworks to participants' own work.
- **Ready-to-Use Tools and Templates:** Practical resources delegates can apply immediately in the workplace.
- **Capstone Project:** Produce a leadership development blueprint, governance charter, and measurement dashboard for your own organization.

WHO SHOULD ATTEND

This program is designed for:

- CHROs and HR Directors
- Heads of Leadership Development, L&D, and Talent Management
- OD and Organizational Effectiveness Professionals
- HR Business Partners supporting leadership teams
- Consultants who design leadership programs

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