CINPAA | INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

سينبا | التعاونية الدولية للتدريب والاستشارات



Training programme:

"AVIRA" LEADERSHIP: AWARENESS, VISION, IMAGINATION, RESPONSIBILITY & ACTION

Delivered in several cities and dates

OUR INTERNATIONAL PARTNERS:

ISDE Law Business School High Performance Education
Higher Institute of Law and Business (ISDE)

Professional Development Institute
Professional Development Institute

Universidad Camilo José Cela
Camilo José Cela University

SEK EDUCATION GROUP

ISO 29993:2017 Learning services for non-formal education and training

ISO 9001:2015

"AVIRA" LEADERSHIP: AWARENESS, VISION, IMAGINATION, RESPONSIBILITY & ACTION

About the programme:

AVIRA is a learning experience aimed at leaders at the very top level of their companies.

Objectives:

Developing participants' skills, knowledge, values and professional approaches in:

a. The program enhances understanding of the complex interdependency between responsibility and decision-making and the implementation process, taking action at the top. AVIRA is designed to explore the five critical dimensions within the role of a Leader:

b. AWARENESS: What is the leader's job today? What is your role today? What is expected of the leader in uncertain times?

c. VISION: What is the big, bold, ambitious vision for your future? What is the vision for global corporations and its critics? What to do when visions are in conflict?

d. IMAGINATION: Creativity and its role in strategic thinking. Thinking outside of the normal leadership role. Tapping into the vast resource of imagination in others.

e. RESPONSIBILITY: How to demonstrate and create personal accountability in leadership. Managing high risk at the top of organizations.

f. ACTION: The path ahead. Personal and organizational reinvention. Meeting challenges.

g. Methods of communicating the organizational awareness to the community

h. Organizational Impact

i. Executives attending this event will take greater responsibility for their impact on the culture of the organization. They will understand the link between values and behavior standards in their teams and staff. They will have been exposed to, and will have practiced, techniques in competencies that are essential in the role of an executive leader. They will also see the benefit of integrating such competencies to provide a proactive support to their managers within an organization.

j. Personal Impact

k. Increase personal capability to master the complexity of top management jobs in an uncertain world. Expand insights into the challenges responsible business leaders and corporations are likely to face in the future. Build a close-knit and valuable network of executives.

l. Competencies Emphasized

m. Exploring the power of leadership competencies

n. How to apply leadership at senior level in the organization

o. Strategic planning, succession planning and career planning

p. Coaching

q. Influencing

r. Managing performance

Target audience:

a. Senior executives reviewing their leadership approach.

b. General managers aligning vision and organisational action.

c. Department heads responsible for strategic change.

Daily programme:

• Day 1: Awareness: the role of the leader today

a. Understanding your personal power and influence as an executive

b. Why you do what you do: recognising your patterns of behaviour

c. What is expected of the leader in uncertain times

d. Your purpose as a leader and your view of organisations and society

e. Workshop: leadership self-assessment and reflection on personal behaviour patterns

f. Day output: personal leadership awareness profile

• Day 2: Vision: direction and strategic planning

a. Creating a powerful and compelling vision for the future

b. Strategic planning step by step when goal setting is not enough

c. Continuous improvement versus breakthrough, and change versus transformation

d. Aligning competencies to organisational priorities and handling conflicting visions

e. Workshop: drafting a bold vision statement and testing it against organisational priorities

f. Day output: vision statement with strategic priorities

• Day 3: Imagination: creativity in strategic thinking

a. Creativity and its role in strategic thinking at senior level

b. Critical components of breakthrough thinking and green light thinking

c. Balancing new ideas with productivity and delivery

d. Using the knowledge and imagination of others in decision-making

e. Workshop: green light thinking session to generate options for a strategic challenge

f. Day output: shortlist of breakthrough options for a live challenge

• Day 4: Responsibility: accountability at the top

a. Creating personal accountability and modelling it for the leadership team

b. Where accountability must lie at senior levels of the organisation

c. Managing high risk at the top and the interdependency of responsibility and action

d. Values, behaviour standards and the impact of leaders on organisational culture

e. Case study: analysing an accountability failure at executive level and its cultural roots

f. Day output: senior accountability map

• Day 5: Action: reinvention and communicating with the community

a. Building a leadership re-creation plan for personal and organisational reinvention

b. Kotter's eight-step transformation process applied to a current change

c. Coaching, influencing, managing performance and succession planning at senior level

d. Communicating organisational awareness messages to the community, including through technology

e. Workshop: publishing a personal leadership plan using the Mission Diamond Process

f. Day output: leadership re-creation plan with commitments

Training methods and certificates:

Our programmes are built on modern pedagogy that combines theoretical knowledge with practical application, in line with participants' needs and the demands of the workplace. Methods include:

- **Interactive workshops:** analysis of real data and group discussions that strengthen practical understanding.
- **Case studies:** examples from international organisations that highlight real successes and challenges.
- **Realistic simulations:** participants train through professional scenarios that mirror real situations requiring decisions and situation management.
- **Advanced tools and technologies:** hands-on practice with up-to-date training software and tools suited to each field.

Certificates:

On successful completion, participants receive a certificate issued by CINPAA, a training institute officially registered in the European Union, Spain and the United Kingdom.
CINPAA - Cooperative International for Training and Consulting

Our programmes are delivered within academic and professional partnerships, cooperation agreements and memoranda of understanding with a number of academic and professional institutions, including:

- **Camilo José Cela University - Spain**
- **ISDE - Law & Business School - International**
- **Professional Development Institute - United Kingdom**

These partnerships aim to exchange expertise, develop training content and raise programme quality in line with international best practice.

Kind regards,
International Programmes Department
"CINPAA" INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

Course details and registration

Course Details | Registration

Programme	**"AVIRA" LEADERSHIP: AWARENESS, VISION, IMAGINATION, RESPONSIBILITY & ACTION**	Course Title
Language	**English**	Course Language
Venue	**Several cities and dates – see the table below**	Venue
Financial offer	**Sent separately, according to the number of participants and the delivery conditions.**	Financial Offer

Registration and confirmation:

To register, please use one of the following:

a. Complete the programme request form on our website.

b. Or send an email from your training department.

c. Or a nomination letter from your organisation.

Send your confirmation by:

Email	info@cinpaa.org
WhatsApp	+34 635 867 686

Our team is ready to advise on accommodation and logistics before and during your stay.

Planned programme dates:

City	Dates
London, United Kingdom	08 - 12 Feb 2027
Cairo, Egypt	10 - 14 May 2027
Madrid, Spain	09 - 13 Aug 2027
Barcelona, Spain	08 - 12 Nov 2027

The programme can be delivered in other cities and on other dates to suit your organisation, at the length you need. The cities are listed on the last page.

Cities where we deliver our programmes:

This programme can be delivered in any of the following cities, and elsewhere on request.

Albania Tirana, Saranda	**Australia** Sydney	**Austria** Vienna, Hallstatt, Salzburg / Zell am See	**Azerbaijan** Baku
Bahrain Manama	**Belgium** Brussels, Bruges	**Bosnia and Herzegovina** Sarajevo	**Canada** Toronto, Montreal
China Hong Kong, Shanghai, Beijing, Guangzhou	**Croatia** Dubrovnik	**Cyprus** Nicosia, Limassol, Larnaca	**Czech Republic** Prague
Egypt Cairo, Sharm El Sheikh, Alexandria, Hurghada	**France** Paris	**Georgia** Tbilisi, Batumi	**Germany** Munich, Berlin, Düsseldorf, Frankfurt
Greece Athens, Rhodes	**Hungary** Budapest	**Indonesia** Bali, Jakarta	**Ireland** Dublin
Italy Rome, Florence, Milan, Venice, Como	**Japan** Tokyo	**Jordan** Amman, Aqaba	**Kuwait** Kuwait City
Malaysia Kuala Lumpur	**Maldives** Maldives	**Mauritius** Mauritius	**Montenegro** Budva, Kotor
Morocco Casablanca, Marrakech, Tangier, Rabat	**Netherlands** Amsterdam	**Oman** Muscat, Salalah	**Philippines** Manila
Poland Krakow, Warsaw	**Portugal** Lisbon, Porto	**Qatar** Doha	**Russia** Moscow
Saudi Arabia Riyadh, Jeddah, Dammam	**Serbia** Belgrade	**Slovenia** Ljubljana	**South Korea** Seoul
Spain Madrid, Barcelona, Valencia, Alicante, Benidorm, Malaga / Marbella, San Sebastian, Granada, Cordoba, Canary Islands, Seville, Bilbao	**Switzerland** Geneva, Luzern, Zurich, Interlaken, Zermatt, Lugano	**Thailand** Bangkok, Phuket	**Tunisia** Tunis
Turkey Istanbul, Antalya, Trabzon, Bursa, Izmir, Bodrum, Antakya (Hatay)	**United Arab Emirates** Dubai, Abu Dhabi	**United Kingdom** London, Edinburgh, Manchester, Birmingham	**United States** Miami, New York, Los Angeles, Washington