

## LEADERSHIP AND STRATEGIC MANAGEMENT (LSM) TRAINING COURSE

### Course in Brief

Course Name : Leadership and Strategic Management (LSM)

Course Duration: 3 Weeks (2 weeks in Bangladesh & 1 week in overseas)

No. of Participants: 25

Participant's Level: Joint Secretary and equivalent

### Course Objectives

- To acquaint the participants with various leadership skills;
- To develop participants understanding of conceptual issues of strategic management;
- To familiarize the participants with various Negotiation skills and their importance in Bangladesh.

### Expected Outcome

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

- Identify and apply various leadership skills to effectively guide and motivate teams.
- Develop a strong understanding of strategic management concepts, enabling them to make informed decisions for success.
- Gain familiarity with negotiation skills specifically relevant to the context of Bangladesh and understand their importance in achieving desired outcomes.

### Method of Delivery

This course will be conducted by interactive lecture and Discussion, Question and Answer, Brainstorming, Case Study, Exercise and any other participatory approaches. Participants will also be involved in group work, peer work and presentation.

### Evaluation

Participants will undergo an evaluation carried out for a score of 100 marks focusing on assignments, report writing, presentation skills, and comprehension. This evaluation is designed to assess the level of knowledge acquired by the participants during the course.

### Course Curriculum

#### Module-1: Art of Leadership

**Expected Outcome:** By the end of this module, participants will be able to:

- Explain key leadership theories and develop a critical perspective on it
- Identify various effective leadership skills essential for leadership roles.
- Understand the correlation between leadership and decision-making processes.



- Evaluate the significance of leadership in strategic planning and unleashing leadership potential.

Session ID	Topic	Delivery Method	Duration
101	Leadership theories, core competencies, Types of Leadership & Case study.	Group Discussion and Case Study	2 h
102	Leadership skills, Difference between Leadership and Managership.	Role-play and Group Discussion	2 h
103	Organizational Behavior: Case study	Case Study	1h
104	Team building and psychological Contract	Team Building Exercise and Discussion	1h
105	Exercise: Team Building	Lecture and Group Discussion	2h
106	Mentoring and empowering others	L & D	2h
107	Group Presentation on success stories of Leadership based on specific cases.	Workshop	6h (Day Long)
<b>Total Hour: 16</b>			

## Module-2: Strategic Management

**Expected Outcome:** By the end of this module, participants will be able to:

- Develop a critical perspective on strategic management approaches.
- Define strategic management and understand its connection to policy formulation.
- Formulate a clear vision, mission, and set of values for an organization.
- Cultivate a strategic mindset for successful organizational planning.

Session ID	Topic	Delivery Method	Duration
201	Strategy and Strategic Management: Managing the strategic process.	Case Study & Group Activity	2h
202	Analysis of an organization: SWOT and PESTLE Analysis:	Lecture & Group Activity	1h
203	Strategic Planning: Translating Vision into Action	Lecture and Discussion	1h
204	Exercise: Formulation of a Strategic Plan	Demonstration	1.5h
205	Linking Leadership and strategic decision making	Demonstration	1.5h
206	Organizational Strategy: Case study	Demonstration/ Case Study Analysis	2h
207	Strategy Monitoring, Evaluation (Balanced Scorecards) and Control	Interactive Lecture & Practical Exercise	1h
208	Process of strategy execution	Group Activity & Role Play	1.5h
209	Strategic Management Practices in the Public and Private Sector	L & D/ Demonstration	2h

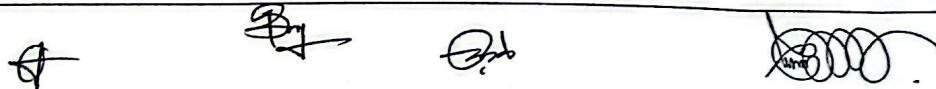
Session ID	Topic	Delivery Method	Duration
210	Preparation and Execution of Own Organizational Budget	Lecture and Practical Exercise	2h
211	Preparation and Approval Process of TO&E.	Lecture and Discussion	2h
212	Preparation of Summery for ACCEA and ACCGP	Lecture and Case Study	1h
213	Preparation of and Presentation on Organizational Development Action Plan.	Workshop	Day Long 6h
<b>Total Hour: 24.5</b>			

### Module-3: Art of Negotiation

**Expected Outcome:** By the end of this module, participants will be able to:

- Develop a critical approach to negotiation strategies and tactics.
- Differentiate various types of negotiations and identify the qualities of a proficient negotiator.
- Identify the challenges and processes involved in negotiation.
- Nurture a collaborative and results-oriented mindset for successful negotiation
- Acquire an understanding of the position of Bangladesh in global geopolitics and its impact on negotiations

Session ID	Topic	Delivery Method	Duration
301	Theoretical Underpinnings of Negotiation	Interactive Discussion & Case Studies	2h
302	Bilateral and Multilateral Negotiation in international funding.	Group Activity & Scenario Simulation	2h
303	Communication and Essential Skills of Negotiation	Role Playing & Feedback Session	1h
304	Understanding Power Dynamics: Reference to geopolitics of Bangladesh	Case Based Group Discussion & Presentation	2h
305	Systematic Preparation and Goal Setting for Negotiation	Practical Exercise & Peer Review	2h
306	International negotiation agreements and protocols	L & D /Case Based Analysis	2h
307	Role play on Negotiation	Role Play by participants	2h
308	Legal arbitration and drafting agreement/MOU	Document Analysis & Drafting Workshop	2h
309	Negotiation in International Trade	Simulated Negotiation Exercise & Group Review	2h
<b>Total Hour: 17</b>			



## Module 4: Overseas Training on LSM

### Theme:

- Leadership and Strategic Management in the Global Context.
- Negotiation: International Practices.

**Duration:** 1 Week (5 Training Days + 2 Travel Days)

**Participants:** 25 Joint Secretary and equivalent officers.

**Delivery Method:** Site visit, expert lectures, group discussion and case study presentation.\*

Session ID	Topic*	Delivery Method*	Duration
	Arrival and welcome reception at the host country.		
401	Orientation session with the host training institute.	Presentation and Discussion	2h
402	Leadership in Public Administration	Lecture and Discussion.	2h
403	Cross-Cultural Leadership.	Interactive workshop and group activity	2h
404	Strategic Planning in Government Organizations	Case study analysis of a successful project in the host country.	2h
405	Public sector Entity Visit. (Digital Transformation Office, Economic Planning Unit, Local Municipality)	Digital transformation office, Economic Planning Unit or Local Municipality.	4h
406	Bilateral and Multilateral Negotiations.	Workshop with simulated negotiation scenarios.	4h
407	Mediation and Conflict Resolution in Policy Implementation.	Role-play exercise with expert facilitation.	3h
408	Innovative Approaches in Public Policy	Panel discussion with industry leaders and policy makers.	3h
409	Visit Technology and Innovation Hub	Smart City Command Centre or an e-Government Development Agency.	4h
410	Group Presentation on Learning Outcomes.	Presentation by participant group summarizing key takeaways and applications.	3h
	Certification Ceremony		1h
	Departure for Bangladesh		
<b>Total Hour: 30</b>			

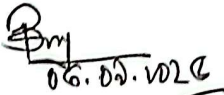
\* May change depending on the training policies/facilities/capabilities of the host institution.


### Evaluation


Evaluation will be carried out for a score of 100 marks focusing on assignments, report writing, presentation skills, and comprehensive examination. The breakdown of marks distribution is provided below:

SL	Description	Marks
1.	Evaluation by foreign institute.	15
2.	Presentation	25
3.	Assignment on lesson learned from each of the modules	20
4.	Comprehensive Exam	25
5.	Faculty Evaluation	15
	<b>Total</b>	<b>100</b>

  
৩/১২/২৫  
অহনা জিন্নাত  
উপপরিচালক (সিনিয়র সহকারী সচিব)  
জাতীয় উন্নয়ন প্রশাসন একাডেমি  
জনপ্রশাসন মন্ত্রণালয়

  
০৬.০৯.২০২৫  
মোঃ শফিকুর রহমান (১৬১৩৫)  
পরিচালক (উপসচিব)  
জাতীয় উন্নয়ন প্রশাসন একাডেমি  
জনপ্রশাসন মন্ত্রণালয়

  
৩/১২/২৫  
মীর মোহাম্মদ মাহবুবুর রহমান  
পরিচালক  
জাতীয় উন্নয়ন প্রশাসন একাডেমি  
জনপ্রশাসন মন্ত্রণালয়

  
৩/১২/২০২৫  
কাজী হোসনে আরা  
এমডিএস (প্রশিক্ষণ ব্যবস্থাপনা, সঙ্গম-৩)  
উন্নয়ন, কেবো এড মেন্টরশীপ (সঙ্গম-৩)  
জাতীয় উন্নয়ন প্রশাসন একাডেমি  
জনপ্রশাসন মন্ত্রণালয়