



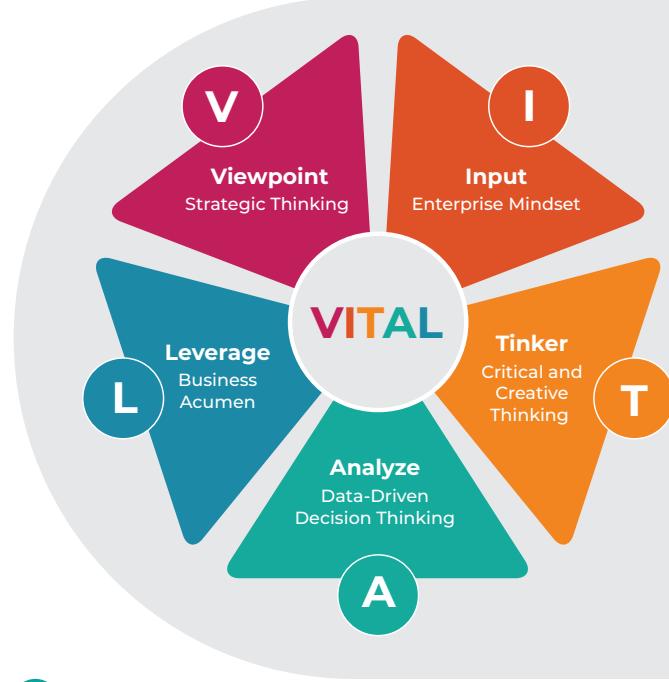
**VITAL** Leadership

**Empowering Modern  
Leaders to Thrive in a  
Technology-Driven World**

# VITAL Leadership

The VITAL Leadership Series empowers leaders to deliver meaningful value in a world increasingly shaped by advanced technologies. More than just a leadership program, this instructor-led series redefines what it means to lead—preparing participants to meet the demands of the future with vision, innovation, and impact.

Each module is crafted on the five VITAL components every leader needs to succeed in our modern working world.



## V Viewpoint

### **Strategic Thinking:**

Developing a strategic vision that adapts to the rapidly evolving and disruptive landscape.

## I Input

### **Enterprise Mindset:**

Maximizing individual contributions and satisfaction to align people's actions with the organization's greater good.

## T Tinker

### **Critical and Creative Thinking:**

Challenging data and experimenting with new ideas to innovate and solve problems in a tech-driven world.

## A Analyze

### **Data-Driven Decision Making:**

Making robust, data-informed decisions that validate direction and drive success.

## L Leverage

### **Business Acumen:**

Utilizing financial, market, operational, and strategic thinking to achieve results in an increasingly complex environment.

Each VITAL topic is available as an in-person event or a virtual classroom, whether as part of a full learning pathway or as individual modules. Each session is hands-on and designed to seamlessly integrate enhanced leadership practices into your workplace.



## Viewpoint: Strategic Thinking

**"Viewpoint" is about seeing the whole chessboard, anticipating future moves, and making informed decisions based on a well-rounded perspective.**

Leadership is no longer just about managing people and resources. It's about envisioning the future and charting a course to get there. Strategic thinking empowers leaders to see the big picture, connect the dots across teams and initiatives, and make informed decisions that align with long-term goals.

As organizations face rapid change, uncertainty, and increasing complexity, leaders must be able to anticipate challenges, adapt quickly, and build resilience. Strategic thinking enables them to stay focused on what matters most and guide their teams with clarity and confidence.

#### **Audience:**

Frontline managers

#### **Modality:**

Instructor-led training or virtual instructor-led training with an optional nudge series (3 video nudges and 1 quick reference guide)

#### **Duration:**

3 hours

#### **Learning Objectives:**

On completion of this session, participants will be able to:

- Define strategic thinking and what it means to be a strategic leader.
- Articulate their role in executing business strategy.
- Use skills and proven frameworks to apply strategic thinking skills in their day-to-day work.
- Discuss practical applications to improve strategic thinking within their teams.

#### **Experience:**

- What does it mean to think strategically in a leadership role?
- Why strategic thinking matters for frontline managers
- Seeing the big picture
- Being future-oriented
- Providing direction and focus
- Learning and adapting
- Growth mindset
- Agile mindset
- Strategic leadership reflection
- Developing strategic thinking
- PESTLE analysis
- Effort vs. impact matrix
- Strategic review



#### **Viewpoint**

#### **Strategic Thinking:**

Developing a strategic vision that adapts to the rapidly evolving and disruptive landscape.



## **I** Input:

# Enterprise Mindset

**“Input” is about gathering, connecting, adapting, and visualizing information to create a cohesive and comprehensive strategy.**

Leaders are increasingly being called upon to think beyond their immediate teams and functions. Success depends not only on achieving local goals but also on contributing to broader, enterprise-wide outcomes. This requires a shift in mindset—one that embraces collaboration, strategic alignment, and a deep understanding of how individual actions impact the whole organization.

## Audience:

Frontline managers

## Modality:

Instructor-led training or virtual instructor-led training with an optional nudge series (3 video nudges and 1 quick reference guide)

## Duration:

3 hours

## Learning Objectives:

On completion of this session, participants will be able to:

- Define an enterprise mindset and the leadership behaviors associated with it.
- Assess personal leadership mindsets and behaviors related to an enterprise mindset.
- Identify behaviors and strategies that foster an enterprise mindset in others.
- Articulate the importance of adopting an enterprise mindset.
- Assess their organizational practices related to having an enterprise mindset.
- Discuss practical applications to overcome challenges and improve enterprise thinking in their organizations.

## Experience:

- Defining terms
- Introduction to the five attributes of an enterprise mindset
- Actions and behaviors that foster or model the five attributes of an enterprise mindset
- The enterprise mindsets in action
- The Goal Gridlock (business simulation)
- The Capacity Crunch (business simulation)
- Why having an enterprise mindset matters
- Self-assessment and reflection
- Action planning
- Core takeaways

### Input

## Enterprise Mindset:

Maximizing individual contributions and satisfaction to align people's actions with the greater good of the organization.



## T **Tinker:**

# Critical and Creative Thinking

**"Tinker" embodies the spirit of critical and creative thinking by emphasizing exploration, experimentation, and innovation. It's all about discovering the details, challenging the data, and coming up with new solutions.**

Imagine you're tinkering with a gadget—you're hands-on, trying different things to see what works. That's like when leaders transform their team performance. You consider the components in front of you, you try something, see if it works, and if it doesn't, you try something else. This process helps nurture creativity by letting you experiment and discover new possibilities.

But Critical and Creative Thinking isn't just about giving new ideas a go, it's about truly understanding the reality, which is why it's crucial in the AI era because it empowers us to understand, evolve, and ethically manage the data and analysis informing our initiatives.

#### Audience:

Frontline managers

#### Modality:

Instructor-led training or virtual instructor-led training with an optional nudge series (3 video nudges and 1 quick reference guide)

#### Duration:

3 hours

#### Learning Objectives:

On completion of this session, participants will be able to:

- Define critical and creative thinking and assess their leadership importance.
- Assess your sources of input for diversity, relevance and quality.
- Match your thinking style to the nature of challenges and process activity.
- Explore how to encourage and support creative thinking and the use of creative tools.

#### Experience:

- Myths and misconceptions
- Defining terms
- The neuroscience and skills
- The need for agility
- Sources/Types of Data
- The importance of perspectives and influence of bias
- Building a 'Circle of trust'
- Being a critical consumer of data
- Reasoning skills
- Barriers to critical thinking
- Techniques of critical thinking
- The benefits and risks of AI for data analysis
- Defining creativity
- How to encourage creativity
- Techniques for creativity



Tinker

#### Critical and Creative Thinking:

Challenging data and experimenting with new ideas to innovate and solve problems in a tech-driven world.



## A Analyze:

# Data-Driven Decision Making

**“Analyze”** is all about turning data into insights that drive smart, evidence-based decisions. It ensures that leaders are making informed, strategic, and goal-aligned choices.

In today’s data-rich business environments, effective leadership demands more than traditional decision-making skills. Organizations need to make more accurate, objective, and informed choices by using real evidence rather than intuition or guesswork.

Data-driven decision-making skills lay the foundation for sound judgment and analysis, enabling leaders to evaluate information, gather insights from diverse data sources, and make informed decisions.

## Audience:

Frontline managers

## Modality:

Case study-based instructor-led training or virtual instructor-led training with an optional nudge series (3 video nudges and 1 quick reference guide)

## Duration:

3 hours

## Learning Objectives:

On completion of this session, participants will be able to:

- Develop a data-driven mindset.
- Describe the steps in the data analysis process.
- Identify relevant data sources.
- Foster a data-driven culture.
- Apply data-driven decision-making techniques.

## Experience:

- Decision-making dynamics
- Data-driven, not data exclusive
- The ADDA model for informed decisions
- Determining an approach
- Deciding who to involve
- Identify decision criteria
- Sourcing data
- Working with data
- Being a smart consumer of data
- Analysis vs. interpretation
- What if you don't have the data you want?
- Evaluating options
- Taking action on decisions
- Making data-driven decision making a way of life

### A Analyze

## Data-Driven Decision Making:

Making robust, data-informed decisions that validate direction and drive success.



## **L** Leverage: Business Acumen

**“Leverage” highlights the power of using business knowledge strategically to achieve significant results. It’s about making the most of what you have to create the greatest possible impact.**

With all the challenges facing organizations today, strong business acumen is a game-changer for leaders. With a true understanding of market dynamics, financial principles, and strategic decision-making, people can analyze complex situations, predict market trends, and make smart choices that drive the organization forward. By leveraging this deep understanding of the business environment, these individuals ensure their team’s efforts align perfectly with the company’s big-picture goals.

#### **Audience:**

Frontline managers

#### **Modality:**

Case study-based instructor-led training or virtual instructor-led training with an optional nudge series (3 video nudges and 1 quick reference guide)

#### **Duration:**

6 hours

#### **Learning Objectives:**

On completion of this session, participants will be able to:

- Modify leadership approaches based on different team dynamics and project requirements.
- Exhibit decision-making skills by taking effective actions despite having incomplete or imperfect information.
- Clearly apply the concepts of agreement and alignment in group decision-making processes.

#### **Experience:**

- Introduction to the simulation scenario
- The content trap
- Market key lessons
- Structuring decision making
- Workplace biases
- Dimensions of decision-making
- 3 organizational challenges
- Measuring effectiveness
- VUCA
- Storytelling
- Effective presentations

#### **L Leverage**

#### **Business Acumen:**

Utilizing financial, market, operational, and strategic thinking to achieve results in an increasingly complex environment.

# Digital Nudge Series

GP Strategies' VITAL nudge series harnesses the power of nudge theory—a sophisticated concept in behavioural science that subtly influences individuals toward taking positive action in their everyday work.

Our approach involves delivering essential behavioural prompts through three concise and engaging video topics, supplemented by a comprehensive quick reference guide.



The VITAL nudge series collection includes:

| Title                                          | Video Topics                                                                                                                                                                                                   | Quick Reference Focus                                                                                                                                                                                                             |
|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>V Viewpoint Strategic Thinking</b>          | <ul style="list-style-type: none"><li>• Micromoments to Cultivate Strategic Thinking</li><li>• Direction and Focus</li><li>• Learning and Adapting</li></ul>                                                   | <ul style="list-style-type: none"><li>• Introducing Strategic Thinking</li><li>• Everyday Strategic Thinking</li><li>• Strategic Thinking Tools</li><li>• Embedding Strategic Thinking</li></ul>                                  |
| <b>I Input Enterprise Mindset</b>              | <ul style="list-style-type: none"><li>• Introducing Enterprise Mindset</li><li>• The Five Attributes of an Enterprise Mindset</li><li>• Accountability and the Enterprise Levels</li></ul>                     | <ul style="list-style-type: none"><li>• Defining an Enterprise Mindset</li><li>• The Five Attributes of an Enterprise Mindset</li><li>• Metrics That Matter</li><li>• Putting It into Practice</li></ul>                          |
| <b>T Tinker Critical and Creative Thinking</b> | <ul style="list-style-type: none"><li>• The Circle of Trust</li><li>• Honing Your Analytical Edge</li><li>• Unlocking Your Inner Innovator</li></ul>                                                           | <ul style="list-style-type: none"><li>• Introducing Critical and Creative Thinking</li><li>• Effective Thinking</li><li>• Thinking Critically</li><li>• Thinking Creatively</li></ul>                                             |
| <b>A Analyze Data-Driven Decision Making</b>   | <ul style="list-style-type: none"><li>• What Is Data-Driven Decision Making?</li><li>• The ADDA Model: A Framework for Smarter Decisions</li><li>• Building a Culture of Data-Driven Decision Making</li></ul> | <ul style="list-style-type: none"><li>• Decision Making Dynamics</li><li>• Discovering Data</li><li>• The Art of Data-Driven Decisions</li><li>• Driving Data-Decision Cultures</li></ul>                                         |
| <b>L Leverage Business Acumen</b>              | <ul style="list-style-type: none"><li>• The Business Acumen Fundamentals</li><li>• Boosting Your Market Awareness</li><li>• Financial Acumen in the Everyday</li></ul>                                         | <ul style="list-style-type: none"><li>• Introducing Business Acumen</li><li>• The Fundamental Four</li><li>• Strategic Thinking</li><li>• Financial Literacy</li><li>• Market Awareness</li><li>• Operational Knowledge</li></ul> |

# VITAL

## A Leadership Series

The VITAL series is a comprehensive pathway for leaders to develop the essential skills to be impactful and effective in the evolving work environment. The program consists of five VILT sessions and a nudge series for each topic (three 90-second videos and a quick reference guide.) While the entire pathway is highly recommended, individual modules can be purchased as desired.



To learn more about the  
**VITAL Leadership Series**,  
scan the QR code.



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