

***“Shedding
Light
on Skills
Development”***



Kwelanga

TRAINING

engage | inspire | elevate

Strategic and Critical Thinking in the Modern Workplace (3 days)

A Specialised Kwelanga Training Programme

INTRODUCTION

In today's fast-paced, information-saturated world, we are constantly challenged to make decisions, solve problems, and stay ahead of the curve. From workplace conversations to broader business challenges, individuals are under pressure and expected to think clearly, weigh up options, and communicate their viewpoints effectively. But how do you filter fact from fiction? How do you move from reacting to reasoning?

This engaging and practical programme develops two essential thinking skills for the modern working world: critical thinking and strategic thinking. You will learn how to challenge assumptions, reason logically, spot opportunities beyond the obvious, make sound, forward-thinking decisions and construct persuasive arguments.

With hands-on tools and real-world application, this course empowers you to engage confidently, think critically, communicate clearly and contribute meaningfully in a constantly evolving world of work.

TARGET AUDIENCE

This course is designed for individuals across all roles and levels who want to think more clearly, engage more effectively and contribute with greater confidence. From frontline staff to senior leaders, the programme meets participants where they are and supports growth in both thinking and communication.

Whether you are solving everyday problems, exploring new ideas or responding to complex business challenges, this course offers practical thinking tools you can apply immediately. If you are ready to challenge assumptions, make better decisions, and express your ideas with clarity, this course is for you.

COURSE CONTENT

Section 1: Positioning Strategic and Critical Thinking (1 Day including the section below)

Purpose: Establish a shared understanding of what each thinking style contributes and how they complement one another.

Strategic Thinking vs Critical Thinking

- Define strategic and critical thinking
- Understand the time orientation of each
- Identify key focus areas of each style

Section 2: Deepening Strategic Thinking (1 Day including the section above)

Purpose: Build capabilities to think beyond immediate operational needs and align with longer-term goals.

Strategic Thinking – What It Is and What It Involves

- The elements of strategic thinking
- Strategic thinking vs planning
- Benefits of strategic thinking in the workplace

Ideas and Tools to Help You Think Strategically

- Create a vision
- Develop awareness – spot trends and anticipate change
- Ask proactive questions
- See the big picture
- PESTLE Analysis
- SWOT Analysis
- Encourage creativity at work
- Scenario planning and matrix
- Potential barriers to effective strategic thinking

From Insight to Action: Your Strategic Thinking Plan

- Self-reflection: current strategic thinking skills vs strategic thinking goal
- Strategic thinking checklist
- Implementation plan

Section 3: Mastering Critical Thinking (1½ Days)

Purpose: Enhance the ability to reason effectively, evaluate information critically, and challenge assumptions with confidence in complex environments.

Understanding Critical Thinking

- What is critical thinking?
- Characteristics of a critical thinker
- Common critical thinking styles
- Making connections

Where Do Other Types of Thinking Fit In?

- Left- and right-brain thinking
- Whole-brain thinking

Pitfalls to Reasoned Decision Making

The Critical Thinking Process

- The standards of critical thinking
- Identifying the issues
- Identifying the arguments
- Clarifying the issues and arguments
- Establishing context
- Checking credibility and consistency
- Evaluating arguments

A Critical Thinker's Skill Set

- Asking questions
- Probing techniques
- Pushing my buttons
- Critical thinking questions
- Active listening skills

Creating Explanations

- Defining explanations
- Steps to building an explanation
- Making connections

Dealing with Assumptions

Common Sense

Critical and Creative Thought Systems

- Techniques for thinking creatively
- Creative thinking exercise

Section 4: Real-World Application of Thinking Styles (½ Day)

Purpose: Explore how strategic and critical thinking are applied across roles, projects, and real-world business contexts.

Integrating Thinking into Business Practice

- Apply each style to key business tasks
- Identify relevance at different leadership and influence levels
- Align thinking styles to different project phases
- Examine real-world impact and consequences

A Way Forward – Personal Elevation Plan

TRAINING METHODOLOGY

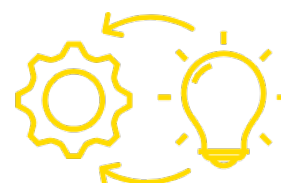


Our training methodology is designed with a core focus: to ensure that the knowledge acquired translates into tangible results, adding substantial value and visibly improving performance within the workplace.

We employ an outcomes-based approach, fostering active engagement through highly interactive, facilitator-led sessions.

WHAT WE OFFER

- Public Courses vs Closed Group Training
- Face-To-Face Training (F2F)
- Virtual Instructor-Led Training (VILT)
- Customisation
- Impact Compass
- myQuest LMS



POST COURSE ASSISTANCE

'Contact the Coach' – Bridging Learning for Business Results

We offer a continued learning relationship providing **FREE** access to post course support to embed the knowledge gained. Our advisors are subject matter experts in each area of specialisation.

Delegates can 'Contact the Coach' for support, Information or assistance with additional questions regarding the application of theory covered during the course.



Personal Elevation Plan – Bridging the Gap from Training to Workplace Application

The Personal Elevation Plan isn't just a takeaway – it's a structured, practical guide that helps delegates seamlessly transition their learning into real-world action.



Sustained Development and Accountability: By tracking progress and engaging with their managers, delegates stay committed to their growth, making learning an active part of their professional journey.

A Tool for Measurable Impact: Rather than training being a one-time event, this plan enables organisations to see tangible results by embedding new skills into everyday work.

A Catalyst for Meaningful Conversations: Ideal for one-on-one coaching and performance discussions, the plan encourages ongoing development dialogues between delegates and their managers

OUR COMMITMENT TO YOU ...

Kwelanga Training's Commitment

*To develop and inspire each individual to be the best that they can be.
To assist clients in the transfer of skills and positive behaviour change.*