

Course No. 1391

Change Leadership Training Course

**ORGANIZATIONAL DEVELOPMENT & CHANGE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

LOCATION

Milan, Italy

DELIVERY

Classroom

DATES

7 – 11 Dec 2026



Scheduled Event Details

CITY	Milan, Italy
DATE	7 – 11 Dec 2026
DELIVERY TYPE	Classroom
COURSE FEE	€6,000

Course Overview

The Change Leadership Training Course is an advanced professional development program designed to strengthen the leadership capabilities required to guide individuals, teams, and organizations through complex transformation initiatives. In environments characterized by continuous technological, regulatory, operational, and strategic change, organizations need leaders who can create a clear direction, align people around shared priorities, manage uncertainty, and convert transformation objectives into measurable organizational outcomes.

The course focuses on developing the leadership capabilities required to move beyond traditional change administration toward active change leadership. Participants will learn how to establish a compelling vision, communicate the rationale for change, align stakeholders, build organizational commitment, and create momentum throughout the transformation journey. The program emphasizes the leader's role in influencing behavior, strengthening trust, and ensuring that change is connected to organizational priorities and business performance.

A major focus of the course is the human and organizational side of transformation, including readiness, organizational culture, employee engagement, resistance, communication, uncertainty, and leadership behavior. Participants will explore practical methods for addressing concerns, managing competing perspectives, strengthening employee ownership, and preparing teams to adopt new processes, structures, systems, or ways of working while maintaining accountability and operational continuity.

Designed for government entities, ministries, public sector organizations, banks, financial institutions, oil and gas organizations, and large corporations, the Change Leadership Training Course supports executives, managers, and professionals responsible for leading strategic, operational, structural, technological, or organizational transformation. It connects change leadership with strategic execution, workforce capability, governance, risk management, and

sustainable organizational performance.

Through case studies, leadership simulations, practical exercises, stakeholder analysis, communication workshops, and implementation planning, participants will develop a structured approach to leading change in real workplace environments. The course emphasizes practical leadership behaviors that strengthen alignment, trust, accountability, employee engagement, and organizational adaptability throughout periods of transformation.

Objectives

- Analyze the principles of change leadership and the factors that influence successful organizational transformation throughout the training program.
- Assess individual, team, and organizational readiness for change and identify barriers that may affect implementation.
- Develop a clear and compelling change vision aligned with strategic objectives and organizational priorities.
- Apply effective leadership approaches to align employees and stakeholders around transformation goals.
- Design stakeholder engagement strategies that strengthen support, participation, and organizational commitment.
- Improve leadership communication practices for explaining the purpose, expectations, impact, and benefits of change.
- Implement practical techniques for addressing resistance, uncertainty, concerns, and conflicting perspectives.
- Evaluate organizational, operational, workforce, and leadership risks associated with change initiatives.
- Strengthen the ability of leaders to maintain performance, productivity, and business continuity throughout transformation.
- Align change leadership practices with organizational culture, governance, performance management, and workforce development.
- Develop measures for monitoring change progress, adoption, engagement, and leadership effectiveness.
- Create a practical change leadership action plan for implementation within the participant's organization.

Who Should Attend

This course is designed for executives, senior managers, department heads, transformation leaders, organizational development managers, project managers, operations managers, human resources managers, team leaders, and supervisors responsible for leading or supporting organizational change initiatives. It is particularly relevant for managers overseeing changes in organizational structures, operating processes, systems, policies, business models, or strategic direction.

The program is also suitable for professionals working in strategic planning, organizational development, change management, human resources, project management, operations, quality, governance, risk management, compliance, and corporate communications. It is especially valuable for professionals involved in designing, implementing, communicating, or monitoring organizational transformation programs.

The course provides significant value to senior decision makers responsible for strengthening leadership capability and organizational readiness. It supports organizations seeking to develop leaders who can create alignment, manage complexity, engage employees, maintain performance, and deliver transformation effectively while supporting long-term organizational resilience.

Learning Outcomes

- Explain the core principles of change leadership and distinguish them from traditional change administration.
- Assess the readiness of individuals, teams, and organizations for different types of change initiatives.
- Develop a clear and compelling transformation vision aligned with organizational strategy.
- Analyze stakeholders and determine appropriate approaches for building support and commitment.
- Develop leadership communication messages that strengthen understanding, trust, and alignment.
- Apply practical methods for managing resistance, objections, uncertainty, and employee concerns.
- Engage employees and strengthen ownership of transformation initiatives within teams.
- Identify organizational, workforce, operational, and leadership risks associated with change and develop appropriate responses.

- Lead teams effectively in environments characterized by uncertainty, pressure, and competing priorities.
- Monitor change progress, adoption, engagement, and organizational performance using appropriate measures.
- Embed new behaviors, practices, and expectations to support sustainable transformation.
- Develop a practical roadmap for leading an organizational change initiative and achieving measurable results.

Course Outline

DAY 01

Foundations of Change Leadership and Future Vision

- Understanding change leadership and its importance in modern organizations
- Differences between change administration and change leadership
- Drivers of organizational change and factors creating the need for transformation
- Establishing a future vision and a clear case for change

PRACTICAL APPLICATION OR DISCUSSION

Analyzing a real change initiative and defining the leadership role required to guide it

DAY 02

Readiness, Stakeholder Alignment, and Organizational Commitment

- Assessing individual and organizational readiness for change
- Identifying capability, skill, cultural, and resource gaps
- Stakeholder identification and analysis
- Building alliances, participation, and organizational commitment

PRACTICAL APPLICATION OR DISCUSSION

Developing a stakeholder map and a practical approach for building support for a change initiative

DAY 03

Leadership Communication and Resistance Management

- The role of leadership communication in successful transformation
- Developing messages around the purpose, objectives, and expected outcomes of change
- Listening, dialogue, influence, and objection-handling techniques
- Understanding psychological and organizational sources of resistance

PRACTICAL APPLICATION OR DISCUSSION

Simulating a leadership meeting with employees who have concerns and objections about change

DAY 04

Leading Implementation and Maintaining Performance

- Translating the change vision into initiatives and implementation plans
- Establishing priorities, resources, responsibilities, and implementation phases
- Managing risks, challenges, dependencies, and competing priorities during transformation
- Maintaining productivity, employee performance, and business continuity throughout change

PRACTICAL APPLICATION OR DISCUSSION

Case study involving a change initiative facing significant operational and organizational challenges

DAY 05

Embedding Change and Building Organizational Leadership Capability

- Measuring progress, adoption, engagement, and change effectiveness
- Embedding new behaviors and practices across the organization
- Building an organizational culture that supports adaptability, learning, and continuous improvement
- Developing leadership capability for future transformation initiatives

DAY 05 — CONTINUED

FINAL WORKSHOP, ACTION PLAN, OR IMPLEMENTATION EXERCISE

Developing a comprehensive change leadership roadmap for sustainable organizational transformation

Register or Request More Information

Course page: <https://quest-training.com/courses/change-leadership-training-course>

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