

Course No. 1717

Change Leadership & Transformation Execution Training Course

GOVERNMENT TRANSFORMATION & CHANGE MANAGEMENT
GOVERNMENT & PUBLIC SECTOR

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Change Leadership & Transformation Execution Training Course provides a practical and strategic framework for leading organizational change and successfully executing transformation initiatives across government entities, public-sector organizations, financial institutions, oil and gas companies, and large corporations. The course focuses on equipping leaders and professionals with the capabilities required to translate transformation strategies into measurable organizational outcomes.

Organizational transformation increasingly requires leaders to manage changes in strategy, operating models, technology, processes, organizational structures, workforce capabilities, and organizational culture simultaneously. Effective change leadership therefore requires more than communicating a new direction; it requires structured execution, stakeholder alignment, leadership commitment, workforce engagement, and disciplined performance management.

The program explores the full transformation execution lifecycle, from establishing the case for change and defining the transformation vision to stakeholder analysis, change impact assessment, transformation governance, communication, capability development, resistance management, implementation planning, and performance measurement. Participants will learn how to connect strategic transformation objectives with practical implementation activities.

A strong emphasis is placed on the human and organizational dimensions of transformation. Participants will develop approaches for building leadership alignment, engaging employees, addressing resistance, strengthening change readiness, managing transformation risks, and creating accountability for implementation. The course also examines how leaders can maintain momentum and sustain behavioral and operational changes after implementation.

Through practical exercises, transformation case studies, stakeholder mapping, change impact assessments, execution planning, leadership simulations, and an integrated final workshop, participants will develop the practical capabilities required to lead complex transformation initiatives, overcome implementation barriers, and embed sustainable organizational change.

Objectives

- Analyze the principles and key drivers of organizational change and transformation.
- Develop a compelling transformation vision aligned with organizational strategy and business priorities.
- Assess organizational readiness, change impacts, stakeholder expectations, and transformation risks.
- Design structured change leadership and transformation execution frameworks.
- Apply stakeholder engagement strategies to build alignment, commitment, and participation.
- Develop effective communication approaches for different stakeholder groups throughout the transformation lifecycle.
- Evaluate sources of resistance and implement appropriate strategies to address them.
- Strengthen leadership capabilities for guiding teams through complex organizational change.
- Implement transformation governance, accountability, and performance monitoring mechanisms.
- Develop practical transformation roadmaps with milestones, responsibilities, resources, and measurable outcomes.
- Assess transformation progress using appropriate performance indicators and implementation measures.
- Design sustainability and reinforcement mechanisms to embed change and maintain transformation results.

Who Should Attend

This training course is designed for executives, senior managers, transformation leaders, change managers, program and project managers, strategy professionals, organizational development specialists, human resources leaders, and professionals responsible for implementing strategic transformation initiatives.

It is particularly relevant to leaders and specialists working in government entities, ministries, public-sector organizations, banks, financial institutions, oil and gas organizations, engineering companies, and large corporations undergoing organizational, operational, digital, strategic, or cultural transformation.

The program will also benefit senior decision makers, department heads, business unit leaders,

project sponsors, and transformation office professionals who are responsible for aligning people, processes, technology, and organizational capabilities with new strategic directions and ensuring that transformation initiatives deliver measurable and sustainable results.

Learning Outcomes

- Define a clear transformation vision, case for change, and strategic objectives.
- Assess organizational readiness and identify the potential impact of major transformation initiatives.
- Map key stakeholders and develop targeted engagement strategies.
- Develop comprehensive change and transformation execution plans.
- Establish appropriate governance structures, roles, responsibilities, and accountability mechanisms.
- Design communication plans that support awareness, alignment, and employee engagement.
- Identify sources of resistance and develop practical interventions to address them.
- Lead teams through uncertainty, organizational disruption, and changing priorities.
- Develop transformation roadmaps with milestones, dependencies, resources, and implementation priorities.
- Establish performance indicators to monitor transformation progress and outcomes.
- Identify implementation barriers, risks, and performance gaps and develop corrective actions.
- Apply reinforcement mechanisms that support adoption and sustain transformation outcomes.

Course Outline

DAY 01

Change Leadership Foundations & Transformation Strategy

- Principles and drivers of organizational change and transformation
- The role of leadership in successful transformation
- Linking transformation with organizational strategy and business priorities
- Developing the case for change and transformation vision
- Transformation objectives, outcomes, and success measures
- Leadership alignment and transformation sponsorship

DAY 01 — CONTINUED

PRACTICAL APPLICATION

Develop a transformation vision and case for change for a selected organizational initiative

DAY 02

Change Readiness, Stakeholder Alignment & Resistance Management

- Assessing organizational readiness for change
- Change impact assessment across people, processes, technology, and structure
- Stakeholder identification, analysis, and influence mapping
- Building stakeholder commitment and organizational alignment
- Understanding the causes and patterns of resistance to change
- Strategies for managing resistance and strengthening change adoption

PRACTICAL APPLICATION

Conduct a change impact and stakeholder assessment and develop a resistance management plan

DAY 03

Transformation Execution, Governance & Implementation Planning

- Designing transformation execution frameworks
- Transformation governance and decision-making structures
- Developing transformation roadmaps and implementation plans
- Defining milestones, dependencies, responsibilities, and resources
- Prioritizing transformation initiatives and managing implementation complexity
- Managing transformation risks, issues, and dependencies

DAY 03 — CONTINUED

PRACTICAL APPLICATION

Develop an integrated transformation execution roadmap

DAY 04

Communication, Capability Building & Performance Management

- Strategic communication throughout the transformation lifecycle
- Leadership communication and employee engagement
- Developing workforce capabilities for transformation
- Training, coaching, and organizational capability development
- Measuring change adoption and transformation performance
- Transformation dashboards, KPIs, reporting, and corrective actions

PRACTICAL APPLICATION

Develop a transformation communication and performance management framework

DAY 05

Sustainable Transformation & Executive Change Leadership

- Leading transformation through uncertainty and organizational disruption
- Embedding new behaviors, processes, and operating practices
- Reinforcement, adoption, and sustainability mechanisms
- Maintaining transformation momentum and organizational accountability
- Lessons learned and continuous improvement
- Executive leadership practices for long-term transformation success

DAY 05 — CONTINUED

FINAL WORKSHOP

Develop a complete Change Leadership & Transformation Execution framework covering the case for change, transformation vision, readiness assessment, stakeholder engagement, resistance management, governance, roadmap, communication, capability development, risk management, performance measurement, adoption, reinforcement, and sustainability.

Register or Request More Information

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

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