

Course No. 1720

Change Management & Organizational Transformation Training Course

GOVERNMENT TRANSFORMATION & CHANGE MANAGEMENT
GOVERNMENT & PUBLIC SECTOR

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Change Management & Organizational Transformation Training Course provides a comprehensive and practical framework for planning, leading, implementing, and sustaining organizational change across government entities, public-sector organizations, banks, financial institutions, oil and gas organizations, and large corporations. The course focuses on building the leadership, organizational, and implementation capabilities required to successfully navigate complex transformation initiatives.

Organizations continuously face changes in strategy, operating models, technology, regulations, structures, processes, workforce capabilities, and customer expectations. Effective change management enables organizations to move beyond simply introducing new systems or procedures by creating the organizational readiness, leadership alignment, employee engagement, and adoption mechanisms required to achieve sustainable transformation.

The program covers the full change management lifecycle, including the case for change, transformation vision, organizational readiness, change impact assessment, stakeholder analysis, communication, leadership alignment, resistance management, capability development, implementation planning, adoption, and sustainability. Participants will learn how to connect organizational transformation objectives with practical change initiatives and measurable outcomes.

A strong emphasis is placed on the human side of transformation. Participants will explore how employees respond to change, how leaders can build trust and commitment, how resistance can be identified and addressed, and how communication and capability-building initiatives can support successful adoption. The course also examines governance, risk management, performance measurement, and mechanisms for sustaining organizational change.

Through practical exercises, organizational transformation case studies, stakeholder mapping, readiness assessments, change impact analysis, communication planning, resistance-management activities, and an integrated final workshop, participants will develop the practical skills required to lead organizational change, manage transformation challenges, and embed new ways of working effectively.

Objectives

- Analyze the fundamental principles, drivers, and stages of organizational change management.
- Develop a clear case for change and transformation vision aligned with organizational strategy.
- Assess organizational readiness and identify key barriers to successful change adoption.
- Evaluate the impact of organizational change on people, processes, technology, structure, and culture.
- Design stakeholder engagement strategies that build alignment, commitment, and participation.
- Develop structured communication plans for different stakeholder groups throughout the change lifecycle.
- Apply practical techniques for identifying, understanding, and managing resistance to change.
- Strengthen leadership capabilities for guiding teams through uncertainty and organizational transformation.
- Develop change implementation roadmaps with clear activities, responsibilities, milestones, and outcomes.
- Implement capability-building and employee engagement initiatives that support sustainable adoption.
- Assess change progress using appropriate adoption, readiness, performance, and transformation indicators.
- Design reinforcement and sustainability mechanisms that embed organizational change into everyday operations.

Who Should Attend

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

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

The program will also benefit department heads, business unit leaders, project sponsors, transformation office professionals, HR business partners, and decision makers responsible for workforce engagement, organizational readiness, transformation governance, and successful implementation of major organizational initiatives.

Learning Outcomes

- Develop a structured case for change aligned with organizational strategy and transformation objectives.
- Assess organizational readiness and identify critical change barriers and capability gaps.
- Conduct change impact assessments across people, processes, technology, structure, and culture.
- Identify and analyze key stakeholders and develop targeted engagement approaches.
- Design communication plans that support awareness, understanding, commitment, and adoption.
- Identify sources of resistance and apply practical techniques to manage and reduce resistance.
- Develop change management plans integrated with organizational transformation initiatives.
- Establish clear roles, responsibilities, governance mechanisms, and accountability for change activities.
- Develop employee engagement and capability-building initiatives to support new ways of working.
- Monitor change adoption and evaluate transformation progress using measurable indicators.
- Identify implementation issues and develop corrective actions to improve change outcomes.
- Apply reinforcement strategies that sustain behavioral, operational, and organizational changes.

Course Outline

DAY 01

Change Management Foundations & Organizational Transformation

- Principles and evolution of change management
- Drivers of organizational change and transformation
- Strategic, operational, digital, structural, and cultural change

DAY 01 — CONTINUED

- Developing the case for change and transformation vision
- Change lifecycle and organizational transformation stages
- Leadership alignment and executive sponsorship

PRACTICAL APPLICATION

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

DAY 02

Organizational Readiness, Change Impact & Stakeholder Management

- Assessing organizational readiness for change
- Change impact assessment across people, processes, technology, structure, and culture
- Stakeholder identification, analysis, and influence mapping
- Understanding stakeholder expectations and concerns
- Building stakeholder alignment and commitment
- Identifying organizational capability gaps

PRACTICAL APPLICATION

Conduct a change readiness and stakeholder impact assessment

DAY 03

Resistance Management, Communication & Employee Engagement

- Understanding the causes and dynamics of resistance to change
- Identifying resistance patterns and organizational barriers
- Strategies for managing resistance and building commitment
- Change communication principles and stakeholder messaging
- Developing communication plans and engagement activities
- Leadership communication and employee involvement

DAY 03 — CONTINUED

PRACTICAL APPLICATION

Develop a resistance management and change communication plan

DAY 04

Change Implementation, Capability Development & Performance

- Developing integrated change management plans
- Change implementation roadmaps, milestones, and responsibilities
- Building workforce capabilities for new processes, systems, and operating models
- Training, coaching, leadership support, and employee enablement
- Measuring change adoption, readiness, and organizational performance
- Change dashboards, KPIs, reporting, and corrective actions

PRACTICAL APPLICATION

Develop a change implementation and performance management framework

DAY 05

Sustainable Organizational Transformation & Change Leadership

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

DAY 05 — CONTINUED

FINAL WORKSHOP

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

Register or Request More Information

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

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