

Course No. 1769

Leadership & Change Dynamics in the Workplace Training Course

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

DURATION

5 Days

DELIVERY

Classroom



Course Overview

Leadership & Change Dynamics in the Workplace is a practical professional training course designed to strengthen leaders' and managers' ability to understand, lead, and manage organizational change effectively. The course explores how workplace dynamics, employee behavior, organizational culture, and leadership practices influence the success of change initiatives.

Participants will develop the ability to recognize the human and organizational factors that shape reactions to change and learn how to move employees from resistance and uncertainty toward acceptance, engagement, and active participation. The programme emphasizes practical leadership approaches for navigating changing priorities, structures, processes, technologies, and organizational expectations.

The course also focuses on communication, emotional intelligence, stakeholder engagement, team dynamics, conflict management, employee motivation, and leadership resilience. Participants will learn how to maintain trust and performance while guiding teams through periods of uncertainty and transformation.

Through practical exercises, case studies, simulations, and workplace scenarios, participants will develop the tools required to lead change with clarity, influence, and consistency while building a more adaptable and resilient workplace.

Objectives

- By the end of this course, participants will be able to:
- Understand the relationship between leadership, organizational change, and workplace dynamics.
- Analyze the key organizational and human factors that influence change.
- Identify different employee reactions to organizational change.
- Assess sources of resistance and develop appropriate responses.
- Apply leadership approaches suitable for different stages of organizational change.
- Develop effective communication strategies to support change initiatives.
- Engage employees and stakeholders throughout the change process.

- Build trust and psychological readiness during periods of uncertainty.
- Manage conflict and difficult behaviors associated with organizational change.
- Motivate teams and maintain performance during workplace transitions.
- Strengthen organizational adaptability and change readiness.
- Align people, processes, culture, and leadership with transformation objectives.
- Apply practical tools for managing change at team and organizational levels.
- Evaluate the effectiveness of change initiatives and identify improvement opportunities.
- Develop a practical leadership and change action plan for the workplace.

Who Should Attend

This course is designed for executives, senior managers, department heads, managers, supervisors, team leaders, and professionals who are responsible for leading people and managing change within their organizations.

It is particularly suitable for professionals working in human resources, organizational development, strategy, transformation, operations, project and programme management, corporate communications, performance management, and business improvement.

The programme is relevant to government and public sector organizations, banking and financial services, oil and gas, energy, engineering, manufacturing, healthcare, telecommunications, logistics, and large corporations undergoing organizational, technological, operational, or cultural transformation.

Learning Outcomes

- Upon successful completion of the course, participants will be able to:
- Explain how leadership behavior influences organizational change outcomes.
- Identify the key dynamics that shape employee and team responses to change.
- Diagnose organizational readiness for change.
- Recognize different forms and causes of resistance to change.
- Select appropriate leadership approaches for different change situations.

- Communicate change effectively across different organizational levels.
- Build employee commitment and stakeholder support for change initiatives.
- Manage uncertainty, anxiety, and competing priorities during transitions.
- Address conflicts and difficult reactions constructively.
- Maintain employee engagement and performance during organizational change.
- Strengthen collaboration across teams and functions.
- Influence organizational culture and behaviors that support change.
- Build organizational resilience and adaptability.
- Monitor change progress and identify barriers to successful implementation.
- Develop an integrated workplace leadership and change management action plan.

Course Outline

DAY 01

Leadership, Change & Workplace Dynamics

- Understanding organizational change and workplace transformation
- The evolving role of leaders in changing organizations
- Leadership versus management in times of change
- Understanding workplace dynamics and organizational behavior
- How organizational structures, cultures, and systems influence change
- The human side of organizational transformation
- The impact of change on employee behavior and performance
- Leadership behaviors that enable successful change
- Building organizational readiness for change
- Identifying critical change drivers and barriers

PRACTICAL APPLICATION

Workplace change readiness and leadership assessment

DAY 02

Employee Behavior, Resistance & Change Readiness

- Understanding employee reactions to organizational change
- The psychology of change and uncertainty
- Identifying different forms of resistance
- Root causes of resistance to change
- Distinguishing legitimate concerns from resistance behaviors
- Building trust and psychological readiness
- Engaging employees in the change process
- Addressing fear, uncertainty, and loss of control
- Using emotional intelligence to lead people through change
- Turning resistance into participation and ownership

PRACTICAL APPLICATION

Resistance analysis and change response simulation

DAY 03

Communication, Influence & Stakeholder Engagement

- The role of communication in successful organizational change
- Developing clear and consistent change messages
- Communicating vision, purpose, expectations, and benefits
- Managing communication across different organizational levels
- Active listening and two-way communication
- Influencing stakeholders without relying solely on formal authority
- Building stakeholder commitment and alignment
- Managing difficult conversations during change
- Handling rumors, misinformation, and conflicting messages
- Strengthening transparency and trust throughout the transition

DAY 03 — CONTINUED

PRACTICAL APPLICATION

Change communication and stakeholder engagement workshop

DAY 04

Leading Teams Through Change

- Leading teams through uncertainty and transition
- Maintaining motivation and employee engagement
- Managing team dynamics during organizational transformation
- Building collaboration across departments and functions
- Managing conflict during periods of change
- Coaching employees through new roles, processes, and expectations
- Delegation and empowerment during organizational transition
- Maintaining productivity and performance during change
- Developing change champions and internal influencers
- Building resilience, adaptability, and continuous improvement

PRACTICAL APPLICATION

Team change leadership simulation

DAY 05

Change Execution, Culture & Sustainable Transformation

- Translating change strategy into practical execution
- Aligning leadership, people, processes, systems, and culture
- Embedding new behaviors and ways of working
- Creating a culture that supports continuous change
- Managing change fatigue and sustaining momentum
- Measuring change adoption, engagement, and performance
- Identifying implementation gaps and corrective actions

DAY 05 — CONTINUED

- Reinforcing accountability and ownership
- Sustaining organizational adaptability and resilience
- Developing personal leadership capabilities for future change
- Final Integrated Workshop: Developing a Workplace Leadership & Change Action Plan

Register or Request More Information

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

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