

Course No. 1370

Leading Organizational Change & Transformation Training Course

**LEADERSHIP & EXECUTIVE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Leading Organizational Change & Transformation Training Course is an advanced professional development program designed to strengthen the capabilities of executives, managers, change leaders, and professionals responsible for planning and implementing organizational change and transformation. The program provides a structured approach to leading transformation initiatives, connecting organizational strategy with practical execution, and managing the people, processes, systems, and cultural factors that influence sustainable change.

Organizations across government, financial services, energy, oil and gas, and large corporations are continuously responding to changes in strategy, technology, operating models, customer expectations, regulations, workforce capabilities, and market conditions. Successful transformation depends not only on the quality of the strategic plan, but also on leadership alignment, employee engagement, effective communication, stakeholder management, implementation discipline, and the ability to respond to resistance and emerging risks.

The course covers the complete organizational change and transformation lifecycle, beginning with assessing the current state and establishing the case for change, followed by defining the future state, assessing organizational impact, identifying stakeholders, developing a transformation roadmap, establishing governance, communicating the change, managing resistance, implementing initiatives, and measuring results. It also explores the relationship between change leadership, organizational culture, workforce capability, process improvement, technology transformation, and operational performance.

Particular attention is given to the leadership side of transformation. Participants will learn how to create a compelling case for change, translate strategic objectives into clear transformation priorities, build leadership sponsorship, engage employees, manage resistance, coordinate cross-functional teams, and make informed decisions during periods of uncertainty. The program also addresses transformation challenges associated with digital transformation, restructuring, operating model changes, process redesign, and organizational modernization.

Through practical case studies, simulations, interactive exercises, stakeholder scenarios, and workshops, participants will develop the ability to assess change readiness, design transformation roadmaps, manage implementation risks, communicate effectively, monitor progress, and embed new behaviors and practices into the organization. The Leading Organizational Change &

Transformation Training Course supports organizations in improving adaptability, strengthening transformation execution, increasing employee commitment, and achieving sustainable organizational performance.

Objectives

- Analyze the core principles of organizational change and transformation and identify the major factors that influence successful implementation during the training program.
- Develop a clear change vision that connects transformation drivers with organizational strategy, operational priorities, and expected business outcomes.
- Evaluate the current organizational state and identify structural, operational, technological, cultural, and capability gaps requiring transformation.
- Apply structured methods for assessing the impact of change on people, processes, technology, organizational structures, and stakeholders.
- Design an integrated transformation roadmap covering initiatives, priorities, milestones, responsibilities, dependencies, and performance measures.
- Strengthen leadership capability to build alignment, communicate the case for change, create commitment, and maintain transformation momentum.
- Implement practical stakeholder engagement approaches that address different levels of influence, interest, support, and resistance.
- Apply structured techniques for diagnosing and managing resistance to change through communication, involvement, and targeted interventions.
- Improve coordination between leadership, human resources, operations, technology, project teams, and functional departments involved in transformation.
- Assess transformation risks, implementation challenges, performance gaps, and emerging issues and establish appropriate corrective actions.
- Develop methods for embedding new behaviors, processes, systems, and management practices into the organization to sustain transformation outcomes.
- Prepare a practical 90-day organizational change and transformation implementation plan with clear priorities, actions, responsibilities, and progress indicators.

Who Should Attend

This course is designed for executives, senior managers, department heads, change leaders, transformation managers, project and program managers, operations managers, human resources leaders, organizational development professionals, and specialists responsible for strategic initiatives, transformation programs, or organizational improvement. It is particularly relevant to professionals working in strategy, operations, technology, human resources, finance, quality, project management, and corporate services.

The program is highly suitable for leaders in government entities, ministries, public sector organizations, banks and financial institutions, oil and gas companies, energy organizations, industrial corporations, and large enterprises implementing digital, operational, structural, cultural, or strategic transformation. It provides particular value to leaders managing multidisciplinary teams, enterprise-wide initiatives, operating model changes, process improvement programs, or large-scale organizational transitions.

The course is also relevant to experienced professionals and project leaders who must influence change without relying entirely on formal authority. It provides practical tools for stakeholder engagement, change communication, resistance management, transformation governance, implementation coordination, and sustaining new ways of working.

Learning Outcomes

- By the end of the course, participants will be able to:
- Identify transformation drivers and connect them with organizational strategy, operational priorities, and business requirements.
- Analyze the current organizational state and identify the gaps, challenges, and opportunities that justify change.
- Define a clear future state and establish measurable transformation outcomes.
- Assess the impact of change on employees, processes, structures, technology, capabilities, and stakeholders.
- Develop a practical transformation roadmap covering initiatives, priorities, milestones, responsibilities, and dependencies.
- Identify and segment stakeholders according to their influence, interests, expectations, and level of support.

- Develop effective change communication strategies that build understanding, confidence, engagement, and commitment.
- Diagnose sources of resistance to change and apply practical approaches to reduce resistance and strengthen adoption.
- Use change performance indicators and implementation reviews to monitor progress and identify deviations.
- Manage transformation risks, dependencies, implementation challenges, and emerging organizational issues.
- Embed new processes, behaviors, systems, and operating practices into the organization to support sustainable change.
- Develop a practical 90-day organizational change and transformation plan for implementation in a real organizational environment.

Course Outline

DAY 01

Foundations of Organizational Change and Transformation

- Fundamentals of organizational change and transformation
- The relationship between change, strategy, and organizational performance
- Drivers of transformation in government, financial, energy, and corporate environments
- Difference between organizational change, continuous improvement, transformation, and restructuring
- Assessing the current state and defining the need for change
- Developing a clear and compelling future state
- Connecting transformation objectives with strategic and operational priorities
- Key success factors and common causes of transformation failure
- Leadership responsibilities in building readiness and organizational alignment

PRACTICAL APPLICATION

Conducting an initial organizational change readiness assessment for a selected transformation initiative

DAY 02

Change Planning, Stakeholder Management, and Transformation Roadmaps

- Defining transformation scope, objectives, and expected outcomes
- Assessing organizational impact across people, processes, structures, and technology
- Identifying and segmenting key stakeholders
- Stakeholder influence, interest, support, and resistance analysis
- Developing an integrated transformation roadmap
- Establishing initiatives, milestones, responsibilities, and dependencies
- Prioritizing transformation initiatives and sequencing implementation
- Identifying required resources, capabilities, and organizational support
- Establishing transformation performance indicators

PRACTICAL APPLICATION

Designing an integrated transformation roadmap with priorities, milestones, responsibilities, and performance measures

DAY 03

Leadership Communication and Managing Resistance to Change

- The role of leadership communication in successful transformation
- Building a compelling case for change
- Developing clear and audience-specific change messages
- Designing stakeholder communication and engagement strategies
- Leading meetings, discussions, and transformation conversations
- Understanding the causes and forms of resistance to change
- Distinguishing behavioral, organizational, cultural, and operational resistance
- Addressing employee concerns, objections, and uncertainty
- Building employee involvement, ownership, and commitment

DAY 03 — CONTINUED

CASE STUDY

Managing a transformation initiative facing significant employee and stakeholder resistance

DAY 04

Transformation Execution, Risk Management, and Performance Control

- Translating the transformation roadmap into implementation initiatives
- Leading multidisciplinary transformation teams
- Coordinating change across departments, functions, projects, and business units
- Identifying and managing transformation risks and implementation dependencies
- Managing delays, resource constraints, and execution challenges
- Monitoring transformation progress and performance indicators
- Leading digital, operational, structural, and process transformation
- Decision-making during unexpected implementation challenges
- Managing organizational and cultural change during execution

PRACTICAL APPLICATION

Simulating a transformation project affected by delays, resistance, resource constraints, and implementation risks and developing a coordinated recovery plan

DAY 05

Embedding Change, Sustainability, and Continuous Improvement

- Measuring transformation outcomes against strategic and operational objectives
- Assessing adoption and organizational readiness after implementation
- Embedding new behaviors, processes, systems, and operating practices
- Integrating change into policies, procedures, performance systems, and management routines
- Leadership responsibilities for sustaining transformation momentum

DAY 05 — CONTINUED

- Building internal capability for continuous change and organizational adaptability
- Reviewing lessons learned and identifying improvement opportunities
- Managing remaining gaps, open actions, and unresolved transformation risks
- Building an organizational culture that supports adaptability and continuous improvement
- Best practices for sustaining long-term transformation outcomes

FINAL WORKSHOP

Developing a complete 90-day Leading Organizational Change & Transformation Implementation Plan covering the current state, future state, stakeholder engagement, communication, resistance management, transformation roadmap, risk management, performance indicators, adoption, and sustainability mechanisms

Register or Request More Information

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

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