

Course No. 2016

Leading Organizational Change & Transformation Training

LEADERSHIP & MANAGEMENT DEVELOPMENT
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Leading Organizational Change & Transformation Training Course provides a strategic and practical framework for leaders and managers responsible for guiding organizations through transformation, restructuring, digitalization, cultural change, and evolving business requirements. The programme focuses on the leadership capabilities required to translate transformation objectives into coordinated organizational action and sustainable results.

Participants will explore the drivers of organizational change, including strategic shifts, technology, market dynamics, regulatory developments, operational challenges, customer expectations, and changing workforce requirements. The course examines how leaders can assess organizational readiness, establish a compelling transformation direction, align stakeholders, and create the conditions required for successful change.

The programme also addresses the human and organizational dimensions of transformation. Participants will develop practical approaches to managing resistance, communicating change, engaging employees, building change ownership, strengthening leadership alignment, and maintaining productivity throughout periods of uncertainty and transition.

Through case studies, transformation simulations, stakeholder exercises, change-readiness assessments, and practical workshops, participants will learn how to design and lead structured change initiatives, manage implementation risks, monitor transformation progress, and establish mechanisms that sustain change and embed new ways of working.

Objectives

- By the end of this training course, participants will be able to:
- Analyze the strategic and operational drivers of organizational change.
- Assess organizational readiness and capability for transformation.
- Develop a clear vision and strategic direction for organizational transformation.
- Apply structured frameworks for planning and managing organizational change.
- Align transformation initiatives with organizational strategy and business priorities.
- Identify key stakeholders and assess their influence, expectations, and potential resistance.

- Develop effective communication strategies for organizational change.
- Apply practical techniques to manage resistance and build employee commitment.
- Strengthen leadership alignment and sponsorship throughout transformation initiatives.
- Design change initiatives that integrate people, processes, technology, and organizational culture.
- Establish clear roles, responsibilities, governance structures, and accountability mechanisms.
- Identify and manage risks that may affect transformation implementation.
- Apply performance measures to monitor change adoption and transformation progress.
- Lead teams effectively through uncertainty, disruption, and organizational transition.
- Sustain transformation by embedding new behaviors, processes, and capabilities.
- Develop an integrated organizational change and transformation leadership roadmap.

Who Should Attend

This course is designed for executives, senior managers, department heads, transformation leaders, change managers, programme and project managers, organizational development professionals, and leaders responsible for implementing strategic or operational change.

It is also suitable for HR and talent leaders, strategy professionals, digital transformation teams, operations managers, technology leaders, business improvement specialists, communications professionals, and senior specialists involved in organizational transformation and change initiatives.

The programme is particularly relevant to professionals working in government entities, ministries, banks and financial institutions, oil and gas, energy, engineering, manufacturing, healthcare, technology, telecommunications, utilities, infrastructure, and major corporations.

Learning Outcomes

- Upon completion of the course, participants will be able to:
- Demonstrate stronger leadership capabilities for complex organizational transformation.
- Diagnose organizational conditions that influence the success of change initiatives.
- Evaluate organizational readiness, capability gaps, and transformation barriers.

- Translate strategic priorities into structured transformation initiatives.
- Build stakeholder engagement strategies that support organizational alignment.
- Communicate transformation objectives clearly to different organizational audiences.
- Manage employee resistance using appropriate leadership and engagement approaches.
- Establish effective change governance, sponsorship, and accountability.
- Integrate cultural, people, process, and technology considerations into transformation planning.
- Prioritize transformation initiatives based on strategic value, impact, and organizational capacity.
- Identify implementation risks and develop appropriate mitigation actions.
- Monitor adoption, engagement, and transformation performance using meaningful indicators.
- Facilitate collaboration across departments during complex change programmes.
- Support employees and teams during periods of uncertainty and organizational disruption.
- Embed new behaviors, capabilities, processes, and operating practices.
- Develop a practical roadmap for leading and sustaining organizational transformation.

Course Outline

DAY 01

Foundations of Organizational Change and Transformation Leadership

- The changing organizational environment
- Strategic, technological, operational, and market-driven change
- Organizational transformation versus incremental change
- Leadership responsibilities during transformation
- Transformation vision and strategic direction
- Assessing organizational readiness
- Identifying organizational capabilities and gaps
- Transformation priorities and strategic alignment

PRACTICAL EXERCISE

Organizational change readiness assessment

DAY 02

Change Strategy, Stakeholder Alignment and Transformation Planning

- Designing an organizational change strategy
- Transformation objectives and expected outcomes
- Stakeholder identification and influence analysis
- Stakeholder expectations and engagement requirements
- Leadership sponsorship and executive alignment
- Change governance and accountability
- Transformation roadmaps and implementation priorities
- Resource and capability considerations

PRACTICAL EXERCISE

Developing a stakeholder-aligned transformation roadmap

DAY 03

People, Culture and Resistance to Change

- The human dimension of organizational transformation
- Organizational culture and behavioral change
- Understanding sources of resistance
- Employee engagement and change ownership
- Communication during organizational change
- Managing uncertainty and employee concerns
- Building trust and psychological safety
- Coaching and supporting teams through transition

PRACTICAL EXERCISE

Designing a change communication and resistance-management strategy

DAY 04**Transformation Execution, Risk and Performance Management**

- Executing transformation initiatives effectively
- Integrating people, processes, technology, and operating models
- Managing transformation dependencies and implementation challenges
- Change-related risks and mitigation strategies
- Managing competing priorities and organizational capacity
- Performance indicators and transformation dashboards
- Measuring adoption, engagement, and business impact
- Corrective actions and transformation recovery

PRACTICAL EXERCISE

Transformation implementation simulation

DAY 05**Sustaining Transformation and Building Organizational Agility**

- Embedding new processes, behaviors, and capabilities
- Sustaining employee adoption and organizational commitment
- Continuous improvement after transformation
- Building organizational agility and adaptability
- Leadership practices for sustainable transformation
- Lessons learned and institutional knowledge
- Governance and long-term transformation monitoring
- Measuring transformation effectiveness and business value
- Final Integrated Workshop: Developing an Organizational Change & Transformation Leadership Roadmap



Register or Request More Information

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

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