

Course No. 1384

Transformation Leadership Training Course

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

DURATION

5 Days

LOCATION

Milan, Italy

DELIVERY

Classroom

DATES

19 – 23 Oct 2026



Scheduled Event Details

CITY	Milan, Italy
DATE	19 – 23 Oct 2026
DELIVERY TYPE	Classroom
COURSE FEE	€6,000

Course Overview

The Transformation Leadership Training Course is an advanced professional development program designed to strengthen the leadership capabilities required to guide organizations through significant transformation initiatives while maintaining operational continuity and organizational performance. In rapidly changing business environments, organizations need leaders who can understand the drivers of transformation, establish a compelling direction, align resources, engage employees, and convert strategic priorities into practical and measurable outcomes.

The course focuses on developing a transformation-oriented leadership mindset that enables managers and executives to lead transformation rather than simply respond to its consequences. Participants will learn how to assess the need for transformation, establish a clear future vision, build a compelling case for change, identify key stakeholders, evaluate organizational risks, establish priorities, and develop practical implementation plans.

The program also addresses the human and organizational factors that determine the success of transformation initiatives, including organizational culture, communication, employee engagement, resistance, leadership capability, and organizational readiness. Participants will explore practical methods for addressing concerns, managing resistance, clarifying responsibilities, maintaining motivation, and creating an environment that supports learning, adaptation, and continuous improvement.

Designed for government entities, ministries, public sector organizations, banks, financial institutions, oil and gas organizations, and large corporations, the Transformation Leadership Training Course supports leaders responsible for organizational transformation, strategic execution, operational improvement, restructuring, digital transformation, and business model development. It helps leaders connect transformation initiatives with strategic priorities while balancing the need for change with operational stability, governance, and performance requirements.

Through case studies, practical exercises, simulations, group discussions, and implementation workshops, participants will develop a structured approach for leading transformation from diagnosis and planning through execution, performance monitoring, and sustainability. The course emphasizes leadership behavior, stakeholder alignment, employee engagement, risk management, decision-making, and measurable organizational impact.

Objectives

- Analyze internal and external drivers of organizational transformation throughout the training program.
- Assess organizational readiness and identify capability, cultural, structural, and leadership gaps that may affect transformation success.
- Develop a clear transformation vision aligned with organizational strategy and business priorities.
- Apply structured stakeholder analysis techniques to identify stakeholder influence, interests, concerns, and engagement requirements.
- Design practical transformation plans that define objectives, priorities, responsibilities, resources, milestones, and timelines.
- Improve leadership communication practices to explain the rationale, direction, expectations, and benefits of transformation.
- Implement practical approaches for addressing resistance, uncertainty, and employee concerns during transformation initiatives.
- Evaluate transformation-related risks and develop appropriate mitigation and response actions.
- Strengthen leadership capabilities for guiding teams through uncertainty while maintaining productivity and operational continuity.
- Align transformation initiatives with organizational culture, governance requirements, performance standards, and sustainability objectives.
- Develop meaningful measures to monitor transformation progress, implementation effectiveness, and organizational impact.
- Create a practical personal action plan for applying transformation leadership practices within the workplace.

Who Should Attend

This course is designed for executives, senior managers, department heads, transformation leaders, program managers, project managers, operations managers, organizational development managers, strategic planning professionals, and team leaders responsible for leading or supporting organizational transformation initiatives. It is particularly relevant for leaders involved in strategic execution, organizational restructuring, process improvement, digital transformation, operating model development, or enterprise-wide performance improvement.

The program is also suitable for professionals working in strategic planning, organizational development, human resources, operations, project management, quality, risk management, information technology, compliance, governance, and business improvement functions. It is especially valuable for professionals involved in designing, implementing, communicating, or monitoring organizational transformation programs.

The course provides significant value to decision makers responsible for strengthening transformation capability, preparing leaders for future organizational challenges, and developing a leadership culture capable of managing complexity, aligning stakeholders, engaging employees, and delivering transformation while maintaining business continuity and performance.

Learning Outcomes

- Identify the key internal and external factors driving organizational transformation.
- Evaluate organizational readiness for transformation across leadership, workforce, culture, processes, and operating capabilities.
- Develop a clear and compelling transformation vision linked to strategic organizational objectives.
- Analyze stakeholders and determine appropriate engagement approaches based on influence, interest, and potential impact.
- Develop structured transformation plans that define objectives, phases, responsibilities, resources, and performance measures.
- Communicate transformation objectives and expectations in ways that build understanding, trust, and organizational commitment.
- Apply practical approaches for addressing resistance to change, uncertainty, and employee concerns.

- Identify and manage key risks that may affect the implementation of transformation initiatives.
- Lead teams effectively during periods of uncertainty while maintaining performance and operational continuity.
- Monitor transformation progress using appropriate performance measures and identify corrective actions when required.
- Strengthen organizational cultures that support adaptability, learning, innovation, and continuous improvement.
- Develop an actionable transformation leadership plan that can be applied within the participant's organization.

Course Outline

DAY 01

Foundations of Transformation Leadership and Future Vision

- Understanding organizational transformation and its strategic importance
- Differences between incremental change and enterprise transformation
- The role of leadership in establishing direction and creating a compelling future vision
- Analyzing transformation drivers, opportunities, risks, and organizational pressures

PRACTICAL APPLICATION OR DISCUSSION

Analyzing an organizational transformation case and defining the required future direction

DAY 02

Organizational Readiness and Stakeholder Alignment

- Assessing organizational readiness for transformation
- Understanding organizational culture and its influence on transformation
- Identifying and analyzing stakeholders, interests, influence, and concerns
- Building stakeholder alignment, leadership support, and organizational commitment

PRACTICAL APPLICATION OR DISCUSSION

Developing a stakeholder map and engagement approach for a transformation initiative

DAY 03**Transformation Planning, Execution, and Risk Management**

- Designing transformation initiatives, priorities, phases, and milestones
- Defining roles, responsibilities, resources, and implementation requirements
- Identifying and managing transformation risks, barriers, and dependencies
- Monitoring implementation progress and responding to deviations

PRACTICAL APPLICATION OR DISCUSSION

Developing a structured implementation plan for an organizational transformation initiative

DAY 04**Leading People and Managing Resistance to Transformation**

- Understanding psychological and organizational sources of resistance
- Leadership communication during transformation
- Building trust, motivation, engagement, and employee ownership
- Managing concerns, conflicts, uncertainty, and competing perspectives

PRACTICAL APPLICATION OR DISCUSSION

Simulation involving a transformation initiative facing resistance and employee concerns

DAY 05**Sustaining Transformation and Measuring Organizational Impact**

- Measuring transformation outcomes and strategic impact
- Developing performance measures and monitoring implementation effectiveness
- Embedding new behaviors, practices, and operating approaches across the organization
- Building a culture that supports adaptability and continuous improvement

DAY 05 — CONTINUED

FINAL WORKSHOP, ACTION PLAN, OR IMPLEMENTATION EXERCISE

Developing a practical transformation leadership roadmap for sustainable organizational performance

Register or Request More Information

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

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