€ TRAINING

Advanced Leadership in Organizational Change

31 March - 4 April 2025
Kuala Lumpur (Malaysia)

Advanced Leadership in Organizational Change

REF: M2814 DATE: 31 March - 4 April 2025 Venue: Kuala Lumpur (Malaysia) - Fee: 5300 Euro

Introduction:

This training program is designed for participants who are responsible for initiating, guiding, and sustaining organizational change. It delves into advanced concepts of change theories, leadership styles, and successful case studies of transformational change.

Program Objectives:

By the end of this program, participants will be able to:

- Lead and manage complex organizational transformations effectively.

- Understand the psychological and organizational dynamics of change.

- Develop advanced strategies for overcoming resistance and driving sustainable change.

- Apply innovative tools and frameworks to implement change initiatives.

- Enhance organizational resilience by creating a culture that embraces change.

Target Audience:

- Senior Managers and Executives.

- Directors and Team Leaders overseeing organizational changes.

- Change Management Professionals.

- HR Leaders involved in transformation initiatives.

- Consultants specializing in change management.

Program Outlines:

Unit 1:

Advanced Change Theories and Models:

- Comparative Analysis of Change Leadership Models.

- Transformational vs. Transactional Leadership in Change.

- Psychological Responses to Change: Insights from Behavioral Science.

- Organizational Change: Adaptation vs. Resilience.

- Successful Organizational Transformations.

Unit 2:

Leadership Styles and Influence in Change:

- Strategic Leadership for Change: Balancing Vision and Execution.

- Empathy and Emotional Intelligence in Leading Change.

- Tehniques for Influencing and Persuading Stakeholders.

- Leadership in Crisis: Managing Uncertainty.

- Ethical Leadership in Times of Organizational Change.

- Case studies on transformational change.

Unit 3:

Overcoming Resistance and Building Resilience:

- Understanding the Root Causes of Resistance to Change.

- Techniques for Building Trust and Reducing Resistance.

- Managing Change Fatigue and Ensuring Employee Well-being.

- The Role of Middle Management in Driving Change.

- Fostering a Resilient Organizational Culture.

Unit 4:

Tools and Frameworks for Implementing Change:

- Techniques for Applying Lean and Agile Methodologies for Change Initiatives.

- Change Management Software and Technologies.

- The Role of Data Analytics in Monitoring Change Progress.

- Balanced Scorecard for Measuring Change Impact.

- Continuous Improvement: Feedback Loops and Iteration in Change.

Unit 5:

Sustaining and Scaling Change:

- Embedding Change into Organizational DNA.

- Developing Future Leaders for Sustained Change.

- Scaling Change Initiatives Across Global Teams.

- Monitoring and Adjusting Change Strategies.

- Long-term Change Governance and Accountability.