

€ TRAINING

Leading Change and Organizational
Renewal





Leading Change and Organizational Renewal

Introduction:

This training program is designed to equip participants with the skills and knowledge necessary to lead successful organizational change and renewal efforts. Through a combination of theoretical learning and practical exercises, attendees will learn to develop effective change strategies, foster a culture of innovation, and drive organizational transformation.

Program Objectives:

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

- Understand the roadblocks to change.
- Build an organizational architecture to encourage managerial problem-solving.
- Design service excellence.
- Become an ambidextrous organization.
- Source knowledge through open innovation.
- Enable innovation through strategy and execution.

Targeted Audience:

- Senior executives and leaders responsible for driving organizational change initiatives.
- Middle managers tasked with implementing change strategies within their departments or teams.
- Change agents and consultants seeking to deepen their understanding of leading change processes.
- Human resource professionals involved in managing organizational renewal and transformation.

Program Outlines:

Unit 1:

Drive the changes your organization needs to thrive:

- Anticipate, evaluate, and proactively respond to external shifts.

- Analyze disruptive technologies as both threats and opportunities.
- Build and lead more effective change strategies.

Unit 2:

Nurture innovation and agility across your organization:

- Diagnose organizational problems that hinder innovation.
- Embed new ways of doing things within your corporate culture.
- Build a shared vision of success around change initiatives.

Unit 3:

Promote organizational flexibility from the top down and the bottom up:

- Recognize how leadership styles and senior team characteristics affect change.
- Make better decisions about change initiatives—even with insufficient information.
- Develop internal communication networks essential to driving initiatives forward.
- Help your leadership team develop the skills of "change champions".

Unit 4:

Expand your personal and professional network:

- Extend your network by living and working with accomplished executives from various backgrounds, industries, and countries across the globe.
- Build relationships with a diverse group of peers who can provide wide-ranging insights into your business challenges and career decisions.

Unit 5:

Sustaining Change Momentum and Effectiveness:

- Assess the sustainability of implemented changes and identify areas for improvement.
- Develop strategies to maintain momentum and ensure lasting impact.
- Foster a culture of continuous improvement to adapt to evolving organizational needs.
- Implement mechanisms for monitoring and evaluating change initiatives to drive ongoing success.