Training course on Leadership and Change Management

Professional Development Training Course Outline

Category	Project Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's rapidly evolving organizational landscapes, effective leadership is crucial for navigating change. Leaders are tasked with guiding their teams through periods of transformation, whether driven by technological advancements, shifts in market dynamics, or changes in organizational strategy. The ability to lead change successfully not only enhances organizational resilience but also fosters a culture of innovation and adaptability. Training Course on Leadership and Change Management is designed to equip leaders and managers with the skills, tools, and strategies necessary to effectively manage change initiatives. The course emphasizes the importance of strong leadership in motivating teams, communicating effectively, and overcoming resistance during transitions. Through interactive workshops, case studies, and practical exercises, participants will learn to implement change management practices that align with their organizational goals and values. By the end of this program, participants will be prepared to lead their organizations through change with confidence, ensuring that both the process and outcomes are positive and sustainable.

Programme Curriculum

Training Course on Leadership and Change Management

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Course Objectives

1. Understand the principles and theories of leadership in the context of change management.
2. Analyze the psychological and organizational dynamics of change.
3. Develop strategies for effective communication during change initiatives.
4. Foster a culture of trust and collaboration among team members.
5. Identify and manage resistance to change within organizations.
6. Utilize tools and frameworks for planning and implementing change.
7. Assess the impact of change on team dynamics and organizational performance.
8. Create actionable plans for leading successful change initiatives.
9. Enhance personal leadership skills to inspire and engage others.
10. Evaluate the effectiveness of change management efforts and adapt as necessary.
11. Cultivate a mindset of continuous improvement and adaptability.
12. Explore the role of innovation in driving successful change.
13. Prepare for future challenges in leadership and change management.

Target Audience

1. Organizational leaders and executives
2. Middle managers and supervisors
3. Change management practitioners
4. Human resource professionals
5. Project managers
6. Students of management and organizational behavior
7. Consultants specializing in organizational development
8. Team leaders in dynamic environments

Course Duration: 10 Days

Course Modules

Module 1: Introduction to Leadership and Change Management

- Defining key concepts: leadership, change management, and organizational change.
- Overview of the role of leadership in successful change initiatives.
- Historical context and evolution of leadership theories in change management.
- Setting course objectives related to leadership and change.
- Exploring the significance of effective leadership in navigating change.

Module 2: Understanding Change Dynamics

- Analyzing the types of change: transformational, transitional, and incremental.
- Understanding the psychological impact of change on individuals and teams.
- Exploring models of change (e.g., Kotter’s Eight Steps, Lewin’s Change Model).
- Engaging in discussions about the importance of change readiness.
- Identifying signs of readiness and resistance in organizations.

Module 3: Leadership Styles and Change

- Exploring different leadership styles and their effectiveness in managing change.
- Understanding situational leadership and adapting styles to context.
- Analyzing case studies of successful and unsuccessful change leadership.
- Engaging in practical exercises to identify personal leadership styles.
- Discussing the impact of leadership style on team morale during change.

Module 4: Communication Strategies for Change

- Best practices for communicating change initiatives to stakeholders.
- Techniques for crafting clear and compelling change messages.
- Understanding the role of feedback and active listening in communication.
- Engaging in practical exercises on effective communication during change.
- Developing a communication plan tailored to specific change initiatives.

Module 5: Building Trust and Collaboration

- Strategies for fostering trust within teams during periods of change.
- Techniques for encouraging collaboration and collective problem-solving.
- Understanding the importance of emotional intelligence in leadership.
- Analyzing case studies on building team cohesion during change.
- Engaging in team-building exercises to enhance collaboration.

Module 6: Managing Resistance to Change

- Identifying sources of resistance and strategies to address them.
- Techniques for engaging resistant team members and gaining buy-in.
- Understanding the role of empathy and support in overcoming resistance.
- Role-playing exercises to practice managing resistance.
- Developing strategies to transform resistance into acceptance.

Module 7: Tools and Frameworks for Change Management

- Overview of tools and frameworks for planning and implementing change.
- Techniques for developing a change management plan.
- Understanding the importance of monitoring and evaluation in change initiatives.
- Engaging in practical exercises on using change management tools.
- Exploring software and resources that facilitate change management.

Module 8: Assessing the Impact of Change

- Developing metrics for evaluating the effectiveness of change initiatives.
- Techniques for collecting and analyzing data on change outcomes.
- Understanding the importance of continuous improvement and feedback loops.
- Engaging in discussions on lessons learned from change initiatives.
- Creating dashboards for tracking change performance indicators.

Module 9: Personal Leadership Development

- Enhancing personal leadership skills to inspire and engage others.
- Techniques for self-reflection and personal growth in leadership.

- Developing a personal leadership development plan.
- Sharing experiences and insights on leadership challenges.
- Setting personal goals for continuous leadership improvement.

Module 10: Action Planning for Leading Change

- Developing personalized action plans for implementing change initiatives.
- Setting measurable goals for leading change effectively.
- Identifying resources and support networks for ongoing efforts.
- Sharing action plans and receiving feedback from peers.
- Establishing accountability measures for action plan execution

Module 11: Innovation in Change Management

- Exploring the role of innovation in driving successful change.
- Techniques for fostering a culture of innovation within teams.
- Analyzing case studies of innovative change initiatives.
- Developing strategies to integrate innovative practices into change management.
- Engaging in brainstorming sessions to cultivate creative solutions.

Module 12: Future Challenges in Leadership and Change Management

- Identifying emerging trends and challenges in leadership and change management.
- Preparing for technological advancements and their impact on organizations.
- Discussing the importance of adaptive leadership in dynamic environments.
- Engaging in simulations to practice responding to future challenges.
- Creating a vision for personal and organizational leadership in the future.

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- Participants must be conversant in English.
- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.
- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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