Training Course on Leading Turnarounds and Restructuring Initiatives

Professional Development Training Course Outline

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

Course Introduction

In today's volatile economic landscape, organizations frequently encounter periods of **financial distress**, **operational inefficiencies**, or the urgent need for **strategic realignment**. Training Course on Leading Turnarounds and Restructuring Initiatives is meticulously designed to equip senior leaders, executives, and financial professionals with the advanced expertise and practical tools required to navigate complex crises, restore **profitability**, and drive sustainable **organizational transformation**. Participants will master the art of **crisis management**, **debt restructuring**, **operational overhaul**, and **stakeholder engagement** to ensure long-term viability and growth.

This intensive program delves into the critical stages of a **business turnaround**, from early **distress signals** identification and **diagnostic analysis** to the implementation of robust **recovery strategies** and post-restructuring growth. Through a blend of proven methodologies and real-world **case studies**, attendees will develop a keen understanding of the legal, financial, and human capital dimensions of restructuring, empowering them to make decisive interventions and lead their organizations to renewed success and enhanced **shareholder value**.

Programme Curriculum

Training Course on Leading Turnarounds and Restructuring Initiatives

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Course Duration

10 days

Course Objectives

1. Identify Early Warning Signals of financial distress and operational decline using advanced financial analytics and performance metrics.
2. Master Crisis Leadership techniques to stabilize operations, manage immediate threats, and restore stakeholder confidence.
3. Develop comprehensive Turnaround Strategies encompassing financial restructuring, operational optimization, and market repositioning.
4. Navigate complex Debt Restructuring negotiations with creditors, banks, and other financial stakeholders.
5. Implement effective Cost Reduction Strategies and Working Capital Management to improve liquidity and cash flow.
6. Execute Operational Overhaul initiatives, including process re-engineering, supply chain optimization, and lean management.
7. Craft compelling Communication Strategies for internal and external stakeholders during periods of intense change and uncertainty.
8. Understand the Legal and Regulatory Frameworks governing insolvency, bankruptcy, and corporate restructuring.
9. Lead Organizational Cultural Transformation to foster resilience, adaptability, and high performance in challenging environments.
10. Conduct thorough Due Diligence and Strategic Assessments to identify core competencies and divest non-performing assets.
11. Leverage Technology and Digital Transformation to support restructuring efforts and drive future growth.
12. Develop a robust Post-Turnaround Growth Strategy focused on sustainable competitive advantage and innovation.
13. Apply Risk Management principles throughout the restructuring lifecycle to mitigate unforeseen challenges.

Organizational Benefits

- Equip your leadership with the skills to navigate economic downturns and prevent business failure.
- Drive significant cost savings and productivity gains through strategic restructuring.
- Enable rapid response and effective implementation of turnaround plans to minimize losses and restore profitability.
- Build trust and maintain positive relationships with employees, creditors, investors, and customers during challenging times.

- Foster an organizational culture that can quickly adapt to market shifts and seize new opportunities.
- Protect shareholder value and long-term viability through expert crisis management and strategic decision-making.
- Equip your key personnel with critical skills for leading through change and building a resilient workforce.

Target Audience

1. CEOs and Senior Executives
2. CFOs and Finance Directors
3. Board Members
4. Turnaround and Restructuring Consultants
5. Investment Bankers and Private Equity Professionals
6. Legal Professionals.
7. Senior Managers
8. Entrepreneurs and Business Owners

Course Outline

Module 1: Understanding Business Distress and Early Warning Signals

- Defining corporate distress: financial, operational, and strategic.
- Key financial ratios and indicators of impending crisis.
- Non-financial warning signs: market shifts, leadership issues, cultural decline.
- The Distress Lifecycle: stages from decline to recovery.
- *Case Study: Enron's Collapse - Analyzing the ignored red flags.*

Module 2: Crisis Leadership and Immediate Stabilization

- The role of the crisis leader: decisive action and communication.
- Building a crisis management team and establishing governance.
- Implementing "stop the bleeding" strategies: cash conservation, immediate cost cuts.
- Managing urgent liquidity and working capital challenges.
- *Case Study: Starbucks' 2008 Turnaround - Leadership's role in halting decline.*

Module 3: Diagnostic Analysis and Root Cause Identification

- Conducting a rapid and comprehensive diagnostic assessment.
- Identifying the true root causes of distress (internal vs. external).
- Porter's Five Forces and SWOT analysis in a turnaround context.
- Benchmarking against industry best practices and competitors.
- *Case Study: Kodak's Decline - Misreading the digital transformation and core business erosion.*

Module 4: Strategic Planning for Turnaround and Restructuring

- Developing a compelling turnaround vision and strategic roadmap.
- Core business vs. non-core asset identification and divestiture.
- Formulating actionable plans for revenue enhancement and market repositioning.
- Scenario planning and contingency development for multiple outcomes.
- *Case Study: IBM's Reinvention under Lou Gerstner - Pivoting from hardware to services.*

Module 5: Financial Restructuring Strategies

- Debt analysis and options for restructuring (renegotiation, debt-for-equity swaps).
- Understanding different types of creditors and their motivations.
- Securing interim financing (DIP financing) and new capital.
- Valuation in distressed situations: enterprise value vs. liquidation value.
- *Case Study: General Motors' Bankruptcy and Restructuring - A landmark automotive industry bailout and rebirth.*

Module 6: Operational Turnaround and Efficiency Gains

- Process re-engineering and streamlining for maximum efficiency.
- Implementing lean principles and Six Sigma in a distressed environment.
- Supply chain optimization and vendor management strategies.
- Cost reduction programs beyond immediate cuts: sustainable savings.
- *Case Study: United Airlines' Post-9/11 Restructuring - Operational cuts and network optimization.*

Module 7: Legal and Regulatory Aspects of Restructuring

- Overview of insolvency laws and bankruptcy procedures (e.g., Chapter 11, administration).
- Directors' duties and responsibilities in a distressed company.
- Creditor rights and legal implications of various restructuring options.
- Cross-border restructuring complexities.
- *Case Study: Lehman Brothers - Legal and regulatory failures leading to global financial crisis.*

Module 8: Stakeholder Management and Communication

- Mapping key stakeholders and understanding their interests (employees, customers, suppliers, investors, regulators).
- Crafting transparent and empathetic communication plans.
- Managing media relations and public perception during a crisis.
- Negotiation strategies with diverse stakeholder groups.
- *Case Study: Toys 'R' Us Bankruptcy - Challenges in communicating with employees and suppliers.*

Module 9: Human Capital Management in Turnarounds

- Managing workforce reductions and talent retention strategies.
- Maintaining employee morale and productivity during uncertainty.
- Leadership development and talent alignment for the new organization.
- Addressing cultural resistance to change.
- *Case Study: Ford's Turnaround under Alan Mulally - Focusing on employee engagement and "One Ford" culture.*

Module 10: Post-Restructuring Growth and Value Creation

- Developing a sustainable business model post-turnaround.
- Identifying new market opportunities and diversification strategies.
- Innovation and product development for future growth.
- Building a resilient organizational culture.
- *Case Study: Marvel Entertainment's Resurgence - Strategic licensing and cinematic universe expansion.*

Module 11: M&A and Divestitures in Distressed Contexts

- Strategic considerations for distressed M&A.
- The role of carve-outs and asset sales in restructuring.
- Due diligence in acquiring or divesting distressed entities.
- Integration challenges of distressed acquisitions.
- *Case Study: distressed acquisition of assets post-bankruptcy.*

Module 12: Performance Monitoring and Metrics for Turnaround Success

- Establishing key performance indicators (KPIs) for monitoring progress.
- Implementing effective reporting and control systems.
- Adaptive planning and course correction during implementation.
- Post-turnaround auditing and continuous improvement.
- *Case Study: A fictional company tracking its KPIs throughout a 24-month turnaround.*

Module 13: The Role of Technology and Digital Transformation

- Leveraging data analytics for informed decision-making in distress.
- Digital tools for operational efficiency and process automation.
- Cybersecurity considerations during restructuring.
- Adopting new technologies to support future growth and competitive advantage.
- *Case Study: Companies using AI for predictive analytics in financial distress.*

Module 14: Preventing Future Crises: Building Resilience

- Developing robust risk management frameworks.
- Scenario planning and stress testing for future shocks.
- Fostering a culture of continuous improvement and adaptability.
- Succession planning and leadership pipeline development.
- *Case Study: Nokia's fall from grace and lessons learned in adapting to market disruption.*

Module 15: Ethical Considerations and Governance in Turnarounds

- Ethical dilemmas in restructuring decisions.
- Maintaining integrity and transparency with all stakeholders.
- Corporate governance best practices during crisis.
- The importance of independent advice and oversight.
- *Case Study: Controversial executive compensation during a company's financial restructuring.*

Training Methodology

This course employs a highly interactive and practical training methodology designed to foster deep understanding and immediate applicability. It includes:

- **Expert-Led Lectures:** Engaging sessions delivered by seasoned turnaround professionals and industry veterans.
- **Real-World Case Studies:** In-depth analysis and discussion of numerous successful and unsuccessful turnaround and restructuring initiatives from diverse industries.
- **Interactive Workshops:** Hands-on exercises, group discussions, and problem-solving scenarios to apply theoretical concepts.
- **Simulations and Role-Playing:** Practical simulations of negotiation scenarios with creditors and stakeholders.

- **Guest Speakers:** Insights from CEOs, CROs, and legal experts who have directly managed turnarounds.
- **Peer Learning:** Opportunities for participants to share experiences and best practices.
- **Action Planning:** Guided sessions to develop personalized strategies for their own organizational challenges.

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

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

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

Start Date	End Date	Location	Price
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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