

Change Leadership & Strategic Transformation Models

Duration: 5 Days

Language: en

Course Code: MG2-162

Objective

Upon completion of this course, participants will be able to:

- Review strategic analysis techniques.
- Create clear and concise statements of vision, mission, and strategy statements.
- Understand the value of stakeholders.
- Analyse stakeholders' needs and build positive relationships with them.
- Identify the different styles of communication.
- Assess the advantages and disadvantages of different communication channels.

- Evaluate the different change management models.
- Define the role of innovation within an organisation.
- Develop skills to align strategic business objectives to operational objectives.
- Understand how effective planning leads to swift response and action.

Audience

This course is designed for anyone who wishes to develop innovation, strategy and change management skills. It would be most beneficial for:

- Regional Managers
- Operations Managers
- Senior Executives
- HR Personnel
- Sales and Marketing Directors
- Innovation Managers
- Business Owners
- Planning and Strategy Managers
- Business Analysts

Training Methodology

This course uses a variety of adult learning styles to aid full understanding and comprehension. Participants will review genuine examples of strategy maps and change management models to highlight areas of importance and assess where risks or problems may occur.
They will be provided with the ideal tools to conduct learning exercises to further develop their knowledge. Furthermore, participants will engage in seminars, presentations, and practical activities to allow them to gain a full perspective on the taught content. They will also partake in group activities, where they can create strategies aligned with change management models. This will allow them to demonstrate the communicational and practical skills learned.

Summary

For an organisation to be successful, there needs to be a strong focus on change. A business that is unwilling to change or unable to adjust swiftly enough is bound to fall behind, especially within industries where the market is constantly evolving and trends are constant variables.
Forward-thinking strategy and change management are absolutely crucial. Those in charge need to be innovative and adept at creating strategies for change—not only their creation but also the entire process of implementing change and monitoring its progress. Alongside any change comes the element of risk, and leaders and managers need to be able to accurately assess potential risks, establish preventatives, and predict possible solutions.
In addition to innovation, leaders must ensure the flow of communication. Effective communication within an organisation is one of the most essential factors. If communication is lacking, it greatly increases risks and the potential for error. Communication applies to all channels, verbal and written, to ensure all employees can fully comprehend the given information and perform to the best of their abilities.
Focusing on both forward-thinking strategy, change models and communication will ensure every employee within an organisation is able to follow through with their duties until the desired outcome is met.

Course Content & Outline

Section 1: Introduction to Strategy

- Defining strategy terminology.
- Reviewing the vision and purpose.
- Identifying stakeholders, their needs, and interests.
- Developing relationships with stakeholders.
- The importance of change management.

Section 2: Culture of Innovation

- Defining innovation.
- Understanding the role innovation has within an organisation.
- The benefits of utilising innovation.
- Techniques for invoking innovation.
- How innovation and strategy are intertwined.
- Encouraging innovation within an organisation.
- The difference between continuous improvement and innovation.

Section 3: Planning Processes

- Assessing strategic planning processes.
- Reviewing different models of planning, including VUCA Prime.
- Establishing goals and setting priorities.
- Effective decision-making.
- The importance of risk management.
- Balancing potential rewards and risks.

- Understanding people’s attitudes to change.
- How to persuade those resisting change.

Section 4: Ensuring Communication

- Interpersonal and organisational communications.
- The vitality of effective communication.
- Potential risks of poor communication.
- Influencing those around you utilising empowering language.
- Effective negotiation with stakeholders.
- Ensuring full comprehension of goals and objectives.

Section 5: Managing Performance

- Evaluating the principles of performance management.
- Creating strategy maps.
- Methods of measuring success.
- Balancing strategic elements to deliver success.
- Information monitoring and control.
- Providing incentives and rewards for outstanding performance.
- Offering and receiving constructive feedback and striving for improvement.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Human Resources Management (HRM), Management & Leadership

Tags

Leadership, Management, strategy, Forward Thinking, Change Models

Related Articles

Adapting to Change: Key Obstacles for Oil and Gas Companies

The oil and gas industry faces significant challenges, from environmental concerns to digital transformation. This blog explores the main obstacles and offers solutions to thrive amidst transitions.

YouTube Video

https://www.youtube.com/embed/idQt5r4set0?si=ABRe45vfYTBDEvBn