

ORGANIZATIONAL LEADERSHIP & CHANGE MANAGEMENT

“Leading People and Driving Change to Build High-Performing, Agile Organizations”

Schedule

Date	Venue	Fees (Face-to-Face)
29 - 30 Jan 2026	Kuala Lumpur, Malaysia	USD 1,995 per delegate
04 - 05 Mar 2026	Dubai, UAE	USD 1,995 per delegate
29 - 30 Apr 2026	Dubai, UAE	USD 1,995 per delegate

► Available delivery methods: Face-to-Face & Online Training

Introduction

In a constantly changing business environment, organizations must become more agile, innovative, and adaptable to survive and succeed. Central to this transformation is leadership—those who can effectively inspire, engage, and lead people through change while maintaining business stability and direction.

This highly interactive two-day course provides a powerful framework for building leadership skills and guiding organizations through periods of transition and transformation. It integrates strategic leadership principles with practical change management tools, preparing participants to lead with clarity, influence, and impact.

Objectives

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

- Understand the fundamental differences between leadership and management.
- Recognize the emotional and operational impacts of change in organizations.
- Apply proven models such as Kotter’s 8-Step Process and the ADKAR framework.
- Develop and communicate a compelling vision for change.
- Overcome resistance and build commitment at all levels of the organization.
- Lead people through uncertainty with empathy, resilience, and accountability.

Why Attend

- Gain practical tools to lead change with confidence.
- Learn how to overcome resistance, inspire teams, and build a change-resilient culture.
- Improve communication and alignment during strategic initiatives or restructuring.
- Understand how to adapt your leadership style to match evolving business needs.
- Build a strategic mindset while keeping people at the center of transformation.

Target Audience

This program is designed for:

- Department heads and team leaders
- Project and program managers
- Senior and middle managers
- HR and OD professionals
- Supervisors and anyone responsible for implementing or leading change

Individual Benefits

Key competencies that will be developed include:

- Change leadership and influence
- Communication and engagement during transitions
- Vision setting and alignment
- Problem-solving and resilience
- Emotional intelligence and conflict management

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger leadership during organizational transitions
- Improved team performance and morale in times of uncertainty
- Higher success rates of transformation initiatives
- Better cross-functional collaboration and alignment
- Increased employee engagement and commitment to change

Instructional Methodology

- Leadership briefings
- Case studies and real-world examples
- Templates and checklists
- Group exercises and scenario planning
- Role plays and simulation
- Self-assessments and peer feedback

Course Outline

Detailed 2-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

DAY 1: FOUNDATIONS OF LEADERSHIP AND CHANGE

- **Module 1: Leadership in a Changing World (07:30 – 09:30)**
 - Key leadership vs. management distinctions
 - Traits of successful change leaders
 - Identifying leadership gaps in change initiatives
 - Leadership style self-assessment
- **Module 2: Understanding Organizational Change (09:45 – 11:15)**
 - Strategic, structural, cultural, and people-driven change
 - Change vs. transition: managing both sides
 - The emotional response to change: denial, resistance, acceptance, commitment
- **Module 3: Leading Change Using Proven Frameworks (11:30 – 01:00)**
 - Kotter's 8-Step Process for leading change
 - ADKAR model for individual change
 - How to select the right model for your organization
- **Module 4: Workshop – Applying Change Models (02:00 – 03:30)**
 - Group application of Kotter/ADKAR to a simulated organizational scenario
 - Team analysis, discussion, and presentation of a change plan

DAY 2: ENGAGING PEOPLE, MANAGING RESISTANCE, AND SUSTAINING CHANGE

- **Module 5: Communicating Vision and Strategic Alignment (07:30 – 09:30)**
 - Creating a compelling change vision
 - Communication strategy across channels and levels
 - Storytelling and authenticity as leadership tools
- **Module 6: Managing Resistance and Building Trust (09:45 – 11:15)**
 - Identifying sources and types of resistance
 - How to engage active and passive resisters
 - Building psychological safety and trust in teams
- **Module 7: Creating a Change-Ready Culture (11:30 – 01:00)**
 - Reinforcement strategies: recognition and rewards
 - Institutionalizing change through policy and habit
 - Change agent networks and ambassador roles
- **Module 8: Final Simulation – Leading a Change Initiative (02:00 – 03:30)**
 - Teams prepare and present a practical change leadership plan
 - Peer and instructor feedback
 - Group discussion: transferring insights to real roles

Certification

Participants who complete the program will receive a **Certificate of Completion in Organizational Leadership & Change Management**, recognizing their ability to lead change with vision, engagement, and strategic execution.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
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- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

<p>In-House / Customized Training</p> <p>Interested in running this course for your team?</p> <p>Please contact us:</p>	<p>TEL:</p> <p>+601116373203</p>	<p>EMAIL:</p> <p>info@mawaevents.net</p>
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