**MAWA EVENTS**

**Address:** No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

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# LEADERSHIP & ORGANIZATIONAL CHANGE MANAGEMENT MASTERCLASS

*""Leading People Through Change with Clarity, Confidence, and Strategic Vision""*

## Schedule

| Date | Venue | Fees (Face-to-Face) |
|---|---|---|
| 23 – 24 Sep 2026 | Dubai, UAE | USD 1,995 per delegate |
| 07 – 08 Oct 2026 | Doha, Qatar | USD 1,995 per delegate |
| 09 – 10 Dec 2026 | Doha, Qatar | USD 1,995 per delegate |

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

## Introduction

Successful change is no longer a project—it\'s a continuous leadership responsibility. As markets evolve and technologies shift, organizations need leaders who can guide people through ambiguity, align teams around new visions, and embed change as a cultural norm.

This masterclass provides a strategic and people-focused approach to leading change across organizations. Participants will gain tools to drive transformation, overcome resistance, and create clarity and engagement across teams. Whether leading a system implementation, structural change, or cultural evolution, this course equips leaders with the mindset, frameworks, and strategies to make change stick.

## Objectives

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

- Lead and influence organizational change initiatives with clarity and confidence.
- Identify and manage resistance, uncertainty, and transition behaviors.
- Communicate change vision and progress to inspire and align others.
- Apply strategic frameworks such as Kotter’s 8 Steps, ADKAR, and the Change Curve.
- Coach teams through change fatigue, confusion, and performance dips.
- Create accountability, momentum, and sustainable change outcomes.

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## Why Attend

- Transform how you plan, communicate, and lead change across your team or organization.
- Build trust and psychological safety through change leadership.
- Reduce resistance and confusion by addressing emotional responses to change.
- Develop a structured approach to managing uncertainty and transition.
- Leave with a change leadership roadmap tailored to your context.

## Target Audience

**This program is designed for:**

- Senior leaders, functional heads, and department managers
- HR, transformation, and change project leaders
- Team leaders driving internal process, system, or policy changes
- Project managers, consultants, and internal change agents
- Public and private sector professionals responsible for leading change

## Individual Benefits

**Key competencies that will be developed include:**

- Strategic leadership and change planning
- Stakeholder engagement and communication
- Emotional intelligence and influence during transition
- Coaching through resistance and uncertainty
- Change visioning, storytelling, and accountability creation

## Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Greater alignment between leadership, strategy, and change initiatives
- More successful implementation of systems, policies, and structures
- Reduced resistance and change failure rates
- Stronger collaboration and trust through times of disruption
- Better engagement and morale during transition periods

## Instructional Methodology

**The course follows a blended learning approach combining theory with practical tools and coaching:**

- Change Leadership Frameworks – Kotter, ADKAR, Bridges, and Lewin
- Peer Exchange – Facilitated learning and leader roundtables
- Role-Plays – Communication and resistance handling
- Strategic Labs – Planning, mapping, and alignment activities
- Templates – Readiness checklists, stakeholder maps, and messaging plans
- Reflection – Self-assessments and personal leadership development goals

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## Course Outline

**Training Hours: 7:30 AM – 3:30 PM**

**Daily Format** : 3–4 Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

**Day 1: Leading Change Strategically**

- **Module 1: The Psychology of Change (07:30 – 09:30)**
- How people respond to change
- The transition curve and emotional processing
- Diagnosing where your team is now
- **Module 2: Vision and Strategy for Change (09:45 – 11:15)**
- Building a compelling case for change
- Connecting change to vision and purpose
- Leadership alignment and sponsor roles
- **Module 3: Change Frameworks and Planning Tools (11:30 – 01:00)**
- Kotter’s 8 Steps and ADKAR Model overview
- Assessing readiness and mapping resistance
- Change planning tools and templates
- **Module 4: Workshop – Designing a Change Roadmap (02:00 – 03:30)**
- Participants build a roadmap using a real or fictional case

**Day 2: Communication, Resistance & Sustaining Change**

- **Module 5: Communicating Change with Impact (07:30 – 09:30)**
- Storytelling and influencing through uncertainty
- Delivering difficult news with empathy
- Creating a change narrative people can follow
- **Module 6: Managing Resistance and Culture Barriers (09:45 – 11:15)**
- Types and sources of resistance
- Diagnosing informal influencers and team blockers
- Engagement strategies for skeptics and fatigued staff
- **Module 7: Coaching Through Transition (11:30 – 01:00)**
- Leadership behaviors that create trust and buy-in
- Emotional intelligence during times of disruption
- Coaching frameworks for teams in transition
- **Module 8: Final Simulation & Action Planning (02:00 – 03:30)**
- Group challenge to present and defend a change strategy
- Peer feedback and personal next-step planning

## Certification

Participants who complete the program will receive a Certificate of Completion in **Leadership & Organizational Change Management** , recognizing their strategic and emotional readiness to guide teams through change with confidence and clarity.

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## Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation's unique goals.

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

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