

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.

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

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.

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.

<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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