MAWA EVENTS

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

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RESTRUCTURING STRATEGIES & CONTINUOUS ORGANIZATIONAL DEVELOPMENT

""Transforming Organizations for Long-Term Success through Strategic Restructuring and Sustainable Development""

Schedule

Date	Venue	Fees (Face-to-Face)
12 – 16 Apr 2026	Cairo, Egypt	USD 3495 per delegate

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

Introduction

Organizational restructuring is a critical process for companies that need to adapt to changing markets, reduce inefficiencies, and realign their resources for sustainable growth. This 5-day course is designed to provide professionals with the knowledge and practical tools to effectively implement restructuring strategies and foster continuous organizational development (COD). Participants will explore how to manage change, enhance business processes, and develop organizational structures that support long-term success. The course will cover the frameworks for strategic restructuring, leadership in times of change, and continuous improvement practices to help organizations thrive in dynamic business environments.

Objectives

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

- Understand the key principles and frameworks of organizational restructuring
- Develop and implement strategies for restructuring organizations to improve efficiency and competitiveness
- Lead and manage change effectively during a restructuring process
- Apply continuous organizational development techniques to ensure sustainable growth
- Use tools to assess and enhance organizational performance, culture, and processes

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Why Attend

- Learn how to design and implement effective organizational restructuring strategies
- Gain skills to manage the human aspects of change and mitigate resistance during a restructuring process
- Understand how to build an adaptive and innovative organization through continuous development
- Enhance your ability to evaluate organizational performance and drive improvements that support long-term success
- Equip yourself with practical tools and techniques to foster continuous organizational growth and excellence

Target Audience

This program is designed for:

- Senior executives, managers, and decision-makers involved in organizational restructuring
- HR professionals and organizational development specialists
- Leaders responsible for implementing strategic changes and managing transformation
- Change management professionals and consultants
- Professionals seeking to enhance their skills in continuous organizational development

Individual Benefits

Key competencies that will be developed include:

- Expertise in planning and implementing organizational restructuring strategies
- Advanced change management skills to lead and manage organizational transitions
- Knowledge of continuous organizational development methods to foster growth and sustainability
- The ability to apply performance measurement and improvement tools for organizational success
- Leadership and strategic thinking skills for driving long-term organizational transformation

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved ability to lead and implement restructuring strategies that increase organizational efficiency and performance
- Enhanced capability to manage organizational change and foster a positive culture during periods of transformation
- More effective organizational structures and processes that support long-term competitiveness and growth
- Strengthened management of continuous development efforts, driving innovation and operational excellence
- A more agile and adaptable organization that can successfully navigate dynamic business environments

Instructional Methodology

- Lectures to introduce the principles and best practices of restructuring strategies and continuous development
- Case studies to analyze real-world examples of successful and failed restructuring initiatives
- Interactive discussions to share insights and strategies for managing organizational transformation
- Workshops to develop practical restructuring strategies and continuous improvement plans
- Group exercises to apply the concepts learned to real-world organizational challenges

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Course Outline

Training Hours: 07:30 AM – 03:30 PM Daily Format: 3–4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Break: 01:00 – 02:00

Day 1: Introduction to Restructuring Strategies and Organizational Change

- Module 1: Overview of Organizational Restructuring (07:30 – 09:30) • What is organizational restructuring and why is it necessary? • Key principles and approaches to restructuring organizations • Types of organizational restructuring: structural, financial, and strategic
- Module 2: Frameworks for Effective Restructuring (09:45 – 11:15) • Frameworks and models for successful restructuring (e.g., McKinsey 7S, Kotter's 8-Step Change Model) • Aligning organizational objectives with restructuring efforts • The role of leadership in restructuring
- Module 3: Workshop – Developing a Restructuring Plan (11:30 – 01:00) • Participants will create a plan for restructuring a sample organization, focusing on objectives, processes, and people

Day 2: Change Management and Leadership During Restructuring

- Module 4: Leading Change in Restructuring (07:30 – 09:30) • The role of leadership in driving change during restructuring • Managing resistance to change and fostering a culture of openness • Communicating change effectively to stakeholders
- Module 5: Engaging and Motivating Employees During Restructuring (09:45 – 11:15) • Understanding employee needs and concerns during restructuring • Strategies for motivating and engaging employees throughout the transition • Building trust and confidence within teams during periods of change
- Module 6: Workshop – Change Management Strategies (11:30 – 01:00) • Participants will develop a change management plan for a restructuring initiative, focusing on leadership communication and employee engagement

Day 3: Continuous Organizational Development (COD)

- Module 7: Introduction to Continuous Organizational Development (07:30 – 09:30) • What is continuous organizational development? • The link between restructuring and continuous development • Key methods and frameworks for fostering continuous development
- Module 8: Continuous Improvement and Innovation in Organizational Development (09:45 – 11:15) • Tools for continuous improvement: PDCA, Kaizen, Lean, Six Sigma • Building an innovation-driven culture for organizational development • Creating systems to support ongoing development and change
- Module 9: Workshop – Implementing Continuous Development Programs (11:30 – 01:00) • Participants will design a continuous development program for a restructuring initiative

Day 4: Performance Management and Measuring Success in Restructuring

- Module 10: Measuring Organizational Performance Post-Restructuring (07:30 – 09:30) • Key performance indicators (KPIs) for post-restructuring success • Techniques for assessing the impact of restructuring on organizational performance • Using data to inform decisions and guide further improvements
- Module 11: Aligning Organizational Culture with Strategic Goals (09:45 – 11:15) • Understanding the impact of culture on restructuring and organizational development • Aligning culture with strategy to ensure long-term success • Strategies for managing cultural change during restructuring
- Module 12: Workshop – Performance Measurement and Cultural Alignment (11:30 – 01:00) • Participants will develop a performance measurement system and strategies for aligning culture with business goals

Day 5: Sustainability and Future of Organizational Development

- Module 13: Building a Sustainable Organization (07:30 – 09:30) • Strategies for ensuring the sustainability of restructuring initiatives • Fostering a culture of continuous improvement for long-term success • Aligning sustainability with organizational strategy

- Module 14: Leading Long-Term Organizational Change (09:45 – 11:15) • Developing leadership capabilities for continuous change management • Strategies for adapting to future challenges and opportunities • Managing ongoing organizational development and transformation
- Module 15: Final Workshop – Crafting a Future-Focused Development Plan (11:30 – 01:00) • Participants will create a comprehensive organizational development plan that incorporates restructuring, continuous improvement, and sustainability

Certification

Upon successful completion of this course, participants will receive a Certificate of Completion in Restructuring Strategies & Continuous Organizational Development, validating their ability to effectively lead restructuring initiatives and drive continuous development within their organizations.

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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