

LEADING CHANGE & ORGANIZATIONAL TRANSFORMATION

"Drive Sustainable Change and Foster a High-Performance Organization"

Schedule

Date	Venue	Fees (Face-to-Face)
22 - 24 Sep 2026	Dammam, KSA	USD 2,495 per delegate

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

Introduction

In today's dynamic business environment, organizations must adapt quickly to evolving markets, technology, and workforce expectations. Leading successful change requires strategic vision, effective communication, and the ability to engage stakeholders at all levels. This course equips participants with the knowledge and skills to lead change initiatives that drive organizational transformation while minimizing resistance and disruption.

Through practical exercises, case studies, and interactive workshops, participants will explore frameworks for managing change, developing leadership influence, and embedding transformation into organizational culture. By the end of the program, leaders will be prepared to implement sustainable change initiatives that align with strategic objectives and enhance overall organizational performance.

Objectives

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

- Understand the principles, models, and frameworks of organizational change management.
- Diagnose organizational readiness and identify barriers to change.
- Develop and implement effective change strategies that engage stakeholders.
- Apply leadership techniques to influence culture, behavior, and performance.
- Measure and sustain change to achieve long-term organizational transformation.

Why Attend

- Gain actionable tools for leading successful change initiatives.
- Learn how to overcome resistance and foster employee engagement.
- Enhance leadership effectiveness in dynamic and complex environments.
- Understand practical approaches to align change with business strategy.
- Network and share experiences with peers facing similar organizational challenges.

Target Audience

This program is designed for:

- Senior leaders, managers, and executives responsible for change initiatives
- HR and organizational development professionals
- Project managers and team leaders driving transformation projects
- Consultants and advisors supporting organizational change

Individual Benefits

Key competencies that will be developed include:

- Ability to assess organizational readiness and manage resistance.
- Mastery of change leadership and stakeholder engagement techniques.
- Enhanced strategic thinking and decision-making in transformational initiatives.
- Skills to communicate change effectively and influence organizational culture.
- Development of personal action plans to lead sustainable change.

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Increased organizational agility and adaptability to change.
- Effective implementation of transformation initiatives with minimal disruption.
- Improved employee engagement and alignment with strategic objectives.
- Strengthened leadership capacity to drive cultural and operational change.
- Enhanced overall performance and competitive advantage through successful change adoption.

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - Explore change management models, frameworks, and leadership principles
- Case Studies - Analyze real-world organizational transformation examples
- Workshops - Hands-on exercises to develop change strategies, stakeholder engagement plans, and transformation roadmaps
- Peer Exchange - Group discussions and sharing of experiences in leading change
- Tools - Templates for change readiness assessments, stakeholder mapping, and implementation plans

Course Outline

Detailed 3-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: Understanding Change and Organizational Transformation

Module 1: Introduction to Change Leadership (07:30 – 09:30)

- Importance of leading change in modern organizations
- Key principles, models, and frameworks of change management
- Organizational readiness and barriers to change

Module 2: Diagnosing the Current State (09:45 – 11:15)

- Assessing culture, processes, and stakeholder alignment
- Identifying gaps and areas for transformation

Module 3: Developing a Change Strategy (11:30 – 01:00)

- Designing change initiatives aligned with organizational goals
- Planning and prioritizing transformational projects

Module 4: Leading Change Effectively (02:00 – 03:30)

- Leadership behaviors that drive engagement and adoption
- Communication strategies to reduce resistance

Day 2: Implementing Change Initiatives

- Module 1: Stakeholder Engagement and Influence
- Module 2: Change Communication Plans and Tools
- Module 3: Overcoming Resistance and Building Commitment
- Module 4: Monitoring and Measuring Change Impact

Day 3: Sustaining Organizational Transformation

- Module 1: Embedding Change into Culture and Processes
- Module 2: Continuous Improvement and Performance Metrics
- Module 3: Action Planning Workshop for Transformation Initiatives
- Module 4: Peer Exchange and Lessons Learned

Certification

Participants will receive a Certificate of Completion in Leading Change & Organizational Transformation, validating their expertise in change management, leadership strategies, and successful implementation of organizational transformation initiatives.

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Interested in running this course for your team?

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