ADVANCED PROGRAMME IN LEADING CHANGE AND TRANSFORMATIONAL LEADERSHIP

Introduction

Organizations today operate in an increasingly complex and rapidly changing environment characterized by digital disruption, evolving customer expectations, economic uncertainty, regulatory reforms, globalization, and workforce transformation. In such an environment, successful organizational change depends not only on well-designed strategies but also on leaders who can inspire confidence, mobilize people, build commitment, and guide organizations through periods of uncertainty. Transformational leadership has become one of the most critical competencies for executives seeking to create sustainable organizational success. The Advanced Programme in Leading Change and Transformational Leadership is designed to equip senior executives, directors, and organizational leaders with the strategic leadership capabilities required to successfully lead transformational initiatives, foster innovation, develop resilient organizations, and build high-performing teams. The programme focuses on developing visionary leadership, emotional intelligence, strategic communication, organizational culture transformation, stakeholder engagement, executive influence, and people-centered leadership that drives organizational excellence. Participants will explore internationally recognized leadership theories and practical frameworks for leading organizational transformation, managing uncertainty, influencing organizational culture, developing future-ready leadership capabilities, and sustaining high performance. Through executive simulations, leadership laboratories, case studies, coaching sessions, and practical leadership exercises, participants will strengthen their ability to lead complex change initiatives while inspiring trust, collaboration, accountability, and innovation.

Course Objectives

- Develop transformational leadership competencies for organizational success.

- Lead organizations through strategic change and uncertainty.
- Build and communicate a compelling vision for transformation.
- Strengthen executive influence and stakeholder engagement.
- Foster a culture of innovation, collaboration, and continuous improvement.
- Enhance emotional intelligence and resilience in leadership.
- Build high-performing and adaptable teams.
- Lead organizational culture transformation.
- Develop executive coaching and mentoring capabilities.
- Sustain organizational performance through transformational leadership.

Course Modules

> Module 1: Foundations of Transformational Leadership

- Principles of Transformational Leadership
- Leadership versus Management
- Characteristics of Transformational Leaders
- Strategic Leadership Competencies
- Leadership Styles and Their Impact
- Building Leadership Credibility
- Leading in Dynamic Environments
- Ethical Leadership

> Module 2: Leading Organizational Change

- Leadership in Times of Change
- Creating a Vision for Change
- Leading Through Uncertainty
- Executive Sponsorship
- Building Organizational Commitment
- Aligning Change with Strategy
- Leading Cross-Functional Teams
- Sustaining Momentum During Change

> Module 3: Strategic Communication and Executive Influence

- Executive Communication Strategies
- Influencing Organizational Stakeholders
- Storytelling for Leadership
- Communicating Vision and Purpose

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- Building Trust and Credibility
- Managing Difficult Conversations
- Negotiation and Persuasion Skills
- Executive Presence

> Module 4: Emotional Intelligence and Leadership Resilience

- Emotional Intelligence Frameworks
- Self-Awareness and Self-Regulation
- Building Leadership Resilience
- Managing Stress During Transformation
- Conflict Resolution
- Empathy in Leadership
- Leading Diverse Teams
- Building Psychological Safety

> Module 5: Organizational Culture and Change Leadership

- Understanding Organizational Culture
- Culture Assessment Tools
- Aligning Culture with Strategy
- Building High-Performance Cultures
- Leading Culture Change
- Employee Engagement Strategies
- Diversity, Equity, and Inclusion
- Sustaining Positive Organizational Culture

> Module 6: Building High-Performance Teams

- Team Dynamics and Performance
- Talent Development
- Empowerment and Delegation
- Coaching High-Performing Teams
- Building Accountability
- Performance Motivation
- Collaboration and Innovation
- Managing Virtual and Hybrid Teams

> Module 7: Innovation Leadership and Organizational Agility

- Leading Innovation

- Design Thinking Principles
- Strategic Creativity
- Agile Leadership
- Digital Transformation Leadership
- Encouraging Continuous Improvement
- Managing Disruptive Change
- Future-Ready Organizations

> Module 8: Coaching, Mentoring and Leadership Development

- Executive Coaching Principles
- Mentoring for Leadership Growth
- Succession Planning
- Developing Leadership Pipelines
- Performance Coaching
- Feedback for Growth
- Leadership Development Frameworks
- Building Learning Organizations

> Module 9: Governance, Ethics and Sustainable Leadership

- Corporate Governance Principles
- Ethical Leadership
- Responsible Decision-Making
- Risk-Based Leadership
- Stakeholder Accountability
- ESG and Sustainable Leadership
- Leadership Integrity
- Governance During Transformation

> Module 10: Executive Leadership Laboratory

- Leadership Simulations
- Executive Case Studies
- Organizational Transformation Scenarios
- Crisis Leadership Exercises
- Personal Leadership Assessment
- Executive Coaching Sessions
- Leadership Action Plan Development
- Executive Capstone Presentation

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