ADVANCED PROGRAMME IN STRATEGIC CHANGE MANAGEMENT AND ORGANIZATIONAL TRANSFORMATION

Introduction

In today's rapidly evolving business, public sector, and global development environment, organizations must continuously adapt to technological advancements, changing customer expectations, regulatory reforms, economic uncertainties, and disruptive innovations. While change is inevitable, many transformation initiatives fail due to inadequate planning, ineffective leadership, poor stakeholder engagement, and resistance from employees. Successful organizational transformation requires a structured strategic approach that aligns change initiatives with organizational vision, strategic objectives, governance systems, and performance outcomes. The Advanced Programme in Strategic Change Management and Organizational Transformation is designed to equip executives and senior leaders with the strategic knowledge, leadership competencies, and practical tools required to successfully plan, lead, implement, and sustain organizational transformation. The programme integrates internationally recognized change management models, organizational development principles, leadership strategies, and governance frameworks to enable participants to drive successful transformation initiatives in both public and private sector organizations. Participants will explore the strategic dimensions of organizational change, including transformation leadership, change readiness, stakeholder management, organizational culture, communication, governance, risk management, and benefits realization.

Course Objectives

- Understand strategic principles of organizational change and transformation.
- Align transformation initiatives with organizational vision and strategy.
- Assess organizational readiness for change.
- Develop and implement comprehensive change management strategies.

- Strengthen executive leadership during organizational transformation.
- Manage stakeholder expectations and organizational resistance.
- Build agile, adaptive, and resilient organizations.
- Apply international change management frameworks and best practices.
- Monitor transformation performance and measure change benefits.
- Institutionalize continuous improvement and organizational learning.

Course Modules

> Module 1: Foundations of Strategic Change Management

- Principles of Strategic Change Management
- Drivers of Organizational Change
- Types of Organizational Change
- Change Management Theories and Models
- Strategic Change versus Operational Change
- Creating a Change-Oriented Organization

> Module 2: Organizational Transformation Frameworks

- Organizational Transformation Principles
- Kotter's Eight-Step Change Model
- Prosci ADKAR Model
- Lewin's Change Management Model
- McKinsey 7S Framework
- Burke-Litwin Organizational Change Model
- Agile Transformation Frameworks
- Public Sector Transformation Models

> Module 3: Organizational Change Readiness Assessment

- Assessing Organizational Readiness
- Change Maturity Assessment
- Organizational Culture Analysis
- Stakeholder Readiness Evaluation
- Leadership Readiness
- Change Impact Assessment
- Readiness Diagnostic Tools
- Developing Readiness Improvement Plans

> Module 4: Developing the Organizational Change Strategy
- Strategic Transformation Planning
- Vision and Case for Change
- Transformation Roadmaps
- Strategic Prioritization
- Resource Planning
- Change Governance Structures
- Transformation Risk Assessment
- Developing the Executive Change Strategy

> Module 5: Executive Leadership and Change Sponsorship
- Leading Organizational Transformation
- Executive Sponsorship
- Strategic Leadership Behaviors
- Building Executive Commitment
- Leading Through Uncertainty
- Executive Decision-Making During Change
- Leadership Accountability
- Coaching Senior Leaders

> Module 6: Stakeholder Engagement and Strategic Communication
- Stakeholder Identification and Analysis
- Stakeholder Influence Mapping
- Executive Communication Strategies
- Change Communication Planning
- Employee Engagement
- Managing Political Dynamics
- Building Trust During Transformation
- Communication Evaluation

> Module 7: Managing Resistance and Building Organizational Commitment
- Understanding Resistance to Change
- Behavioral Responses to Change
- Managing Employee Concerns
- Negotiation and Conflict Resolution
- Building Change Champions
- Employee Participation Strategies

- Motivation During Change
- Sustaining Commitment

> Module 8: Change Governance, Implementation and Benefits Realization

- Transformation Governance Frameworks
- Change Implementation Planning
- Programme Governance
- Risk Management
- Benefits Realization Management
- Performance Monitoring
- Executive Dashboards
- Transformation Reporting

> Module 9: Measuring Transformation Success and Organizational Learning

- Change Performance Indicators
- Balanced Scorecard for Transformation
- Organizational Learning
- Continuous Improvement
- Lessons Learned Reviews
- Institutionalizing Change
- Sustainability Planning
- Post-Implementation Evaluation

> Module 10: Executive Transformation Laboratory

- Organizational Transformation Simulation
- Executive Case Studies
- Developing an Organizational Transformation Strategy
- Preparing a Change Roadmap
- Executive Presentations
- Peer Review Sessions
- Transformation Action Planning
- Capstone Executive Project