ORGANIZATIONAL CULTURE, CHANGE READINESS AND WORKFORCE TRANSFORMATION

Introduction

Developing a change-ready workforce and fostering a culture of transformation have therefore become strategic priorities for organizations seeking long-term competitiveness and resilience. The Advanced Programme in Organizational Culture, Change Readiness and Workforce Transformation is designed to equip executives, senior managers, human resource professionals, and organizational development practitioners with the strategic knowledge, practical tools, and leadership competencies required to assess organizational culture, prepare employees for change, build workforce resilience, and institutionalize a culture of continuous improvement. The programme integrates internationally recognized frameworks in organizational development, culture transformation, change management, leadership, employee engagement, talent management, and organizational psychology. Participants will learn how to diagnose organizational culture, assess change readiness, develop workforce transformation strategies, strengthen employee engagement, foster innovation, manage behavioral change, and create organizations that are agile, inclusive, and future-ready. Through executive workshops, organizational diagnostics, leadership simulations, case studies, and practical transformation laboratories, participants will design actionable strategies that enable organizations to successfully navigate change while maintaining employee commitment, productivity, and organizational performance.

Course Objectives

- Understand the relationship between organizational culture, workforce behaviour, and strategic performance.
- Assess organizational culture and change readiness using internationally recognized diagnostic tools.
- Develop workforce transformation strategies aligned with organizational goals.

- Build employee engagement and commitment during organizational change.
- Lead culture transformation initiatives that support organizational excellence.
- Foster innovation, collaboration, and continuous learning.
- Strengthen organizational resilience and adaptability.
- Develop talent management and workforce capability frameworks.
- Create inclusive and high-performing workplace cultures.
- Institutionalize continuous improvement and sustainable organizational transformation.

Course Modules

> Module 1: Foundations of Organizational Culture and Workforce Transformation

- Understanding Organizational Culture
- Types of Organizational Culture
- Culture and Organizational Performance
- Strategic Importance of Culture
- Workforce Transformation Concepts
- Organizational Behaviour and Performance
- Drivers of Workforce Transformation
- Building Future-Ready Organizations

> Module 2: Organizational Culture Assessment and Diagnosis

- Organizational Culture Assessment Frameworks
- Culture Diagnostic Tools
- Organizational Climate Surveys
- Values and Behaviour Assessment
- Leadership Culture Analysis
- Identifying Culture Gaps
- Culture Benchmarking
- Developing Culture Assessment Reports

> Module 3: Change Readiness Assessment and Organizational Preparedness

- Principles of Change Readiness
- Organizational Readiness Models
- Workforce Readiness Assessment
- Leadership Readiness Evaluation
- Change Impact Analysis

- Organizational Capability Assessment
- Readiness Improvement Planning
- Measuring Organizational Preparedness

> Module 4: Workforce Transformation Strategy
- Strategic Workforce Planning
- Future Workforce Requirements
- Talent Transformation
- Workforce Restructuring Strategies
- Skills Development and Reskilling
- Succession Planning
- Workforce Agility
- Human Capital Strategy

> Module 5: Employee Engagement and Organizational Commitment
- Employee Engagement Frameworks
- Building Organizational Trust
- Employee Motivation During Change
- Psychological Safety
- Employee Well-being
- Diversity, Equity and Inclusion
- Strengthening Organizational Commitment
- Retaining Talent During Transformation

> Module 6: Leading Culture Change and Organizational Behaviour
- Leading Culture Transformation
- Behavioral Change Models
- Change Leadership
- Building Shared Values
- Reinforcing Desired Behaviors
- Managing Organizational Resistance
- Developing Change Champions
- Sustaining Behavioral Change

> Module 7: Innovation, Learning and Organizational Agility
- Building Innovative Cultures
- Learning Organizations

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- Knowledge Management
- Continuous Improvement Systems
- Agile Organizational Practices
- Collaboration and Innovation
- Digital Workplace Transformation
- Organizational Resilience

> Module 8: Talent Management and Leadership Development

- Talent Management Strategies
- Leadership Development Frameworks
- Coaching and Mentoring
- Performance Management
- Leadership Succession Planning
- Competency Development
- Executive Coaching
- Building High-Performance Teams

> Module 9: Measuring Culture Transformation and Organizational Performance

- Culture Performance Indicators
- Organizational Health Metrics
- Employee Engagement Surveys
- Balanced Scorecard for Culture
- Workforce Productivity Measurement
- Transformation Dashboards
- Organizational Performance Reviews
- Continuous Improvement Evaluation

> Module 10: Organizational Culture Transformation Laboratory

- Organizational Culture Case Studies
- Culture Assessment Workshop
- Developing a Culture Transformation Strategy
- Workforce Transformation Action Plan
- Executive Team Presentations
- Organizational Diagnostics
- Peer Review Sessions
- Executive Capstone Project

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