Leadership in Times of Change Training Course

Professional Development Training Course Outline

Category	Public Sector Innovation	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s rapidly evolving business and organizational environments, effective leadership is crucial for guiding teams through uncertainty, transformation, and disruption. Leaders must develop adaptive strategies, emotional intelligence, and resilience while fostering innovation, collaboration, and trust. Leadership in Times of Change Training Course explores contemporary leadership frameworks, change management principles, and practical tools for leading high-performing teams through periods of organizational, technological, and market shifts. Participants gain insights into strategic decision-making, stakeholder engagement, and communication practices that drive results during volatile, uncertain, complex, and ambiguous (VUCA) environments.

The course equips participants with hands-on methods for assessing organizational readiness, managing resistance, and implementing transformational initiatives while maintaining employee engagement and morale. Through case studies, scenario-based exercises, and practical leadership simulations, learners strengthen critical skills such as situational leadership, adaptive thinking, conflict resolution, and culture shaping. By the end of the training, participants will be prepared to lead with confidence, inspire performance, and create sustainable change that aligns with organizational goals and vision.

Programme Curriculum

Leadership in Times of Change Training Course

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Course Objectives

1. Understand modern leadership theories and their application during organizational change.
2. Develop adaptive leadership skills for navigating complex and uncertain environments.
3. Apply strategic thinking and decision-making in times of disruption.
4. Foster a culture of innovation, collaboration, and continuous improvement.
5. Enhance emotional intelligence, resilience, and stress management capabilities.
6. Utilize effective communication and stakeholder engagement strategies.
7. Identify and manage resistance to change in teams and organizations.
8. Implement change management frameworks and transformation methodologies.
9. Build high-performing teams through motivation, coaching, and empowerment.
10. Leverage digital tools and analytics for informed leadership decisions.
11. Develop ethical and values-driven leadership practices.
12. Evaluate organizational culture and align leadership actions to strategic goals.
13. Measure leadership effectiveness and impact during change initiatives.

Organizational Benefits

- Improved change management and transformation success
- Enhanced leadership capabilities across all organizational levels
- Increased employee engagement and morale during change initiatives
- Stronger alignment between organizational strategy and execution
- Improved decision-making under uncertainty and disruption
- Cultivation of innovation and creative problem-solving
- Reduced resistance and friction during organizational transitions
- Better stakeholder engagement and communication outcomes
- Strengthened leadership accountability and ethical practices
- Greater organizational resilience and adaptability

Target Audiences

- Senior executives and directors
- Middle management leaders and team supervisors
- Change management and transformation officers
- HR and organizational development professionals

- Project and program managers
- Business consultants and leadership coaches
- Learning and development specialists
- Aspiring leaders and high-potential talent

Course Duration: 10 days

Course Modules

Module 1: Understanding Leadership in Times of Change

- Explore leadership roles and responsibilities during disruption
- Identify key traits and competencies of effective change leaders
- Examine the impact of leadership style on organizational outcomes
- Analyze challenges and opportunities in dynamic environments
- Recognize the relationship between leadership and organizational culture
- Case Study: Leading a regional team through market restructuring

Module 2: Adaptive Leadership and Decision-Making

- Apply adaptive leadership principles to complex situations
- Use situational analysis to inform decision-making
- Manage uncertainty and ambiguity in strategic choices
- Balance short-term operational needs with long-term vision
- Develop problem-solving and critical thinking skills
- Case Study: Adaptive strategies in a digital transformation initiative

Module 3: Emotional Intelligence and Resilience

- Develop self-awareness and emotional regulation skills
- Enhance empathy and relationship management abilities
- Build personal and team resilience during organizational change
- Recognize and manage stress and burnout in teams
- Apply emotional intelligence in conflict resolution
- Case Study: Resilience strategies during company downsizing

Module 4: Strategic Change Management

- Implement structured change management frameworks
- Align change initiatives with organizational goals
- Conduct readiness assessments and gap analysis
- Develop action plans and change roadmaps
- Monitor and evaluate the progress of transformation initiatives

- Case Study: Organizational restructuring using Kotter’s 8-step model

Module 5: Communication and Stakeholder Engagement

- Develop clear and persuasive communication strategies
- Identify key stakeholders and their influence on change initiatives
- Use feedback loops to improve engagement and collaboration
- Tailor messaging to diverse audience needs and preferences
- Manage rumors, resistance, and uncertainty through communication
- Case Study: Successful stakeholder communication during merger integration

Module 6: Fostering Innovation and Creativity

- Create a culture that encourages experimentation and idea generation
- Remove barriers to innovation in team and organizational processes
- Implement techniques for creative problem-solving
- Align innovation efforts with strategic objectives
- Promote continuous learning and knowledge sharing
- Case Study: Launching a new product line through collaborative innovation

Module 7: Building High-Performing Teams

- Identify characteristics of high-performing teams
- Apply team dynamics and development models
- Foster collaboration, trust, and accountability
- Use coaching and mentoring to develop team potential
- Implement performance measurement and reward systems
- Case Study: Developing a cross-functional team for rapid project delivery

Module 8: Conflict Resolution and Negotiation

- Recognize sources of conflict in teams and organizations
- Apply conflict resolution and mediation techniques
- Negotiate effectively with internal and external stakeholders
- Use collaborative problem-solving approaches
- Develop win-win strategies for organizational challenges
- Case Study: Negotiating stakeholder alignment during departmental mergers

Module 9: Ethical and Values-Driven Leadership

- Define ethical principles and their relevance to leadership

- Apply ethical decision-making in complex scenarios
- Align personal values with organizational values and culture
- Promote integrity and transparency within teams
- Manage ethical dilemmas and compliance challenges
- Case Study: Addressing ethical conflicts during corporate restructuring

Module 10: Digital Leadership and Analytics

- Leverage digital tools for leadership insights
- Use data analytics for strategic decision-making
- Monitor digital transformation initiatives and outcomes
- Foster digital adoption and innovation within teams
- Align technology implementation with leadership strategy
- Case Study: Digital leadership in implementing a new enterprise platform

Module 11: Leading Organizational Culture

- Assess and analyze organizational culture
- Align culture initiatives with strategic objectives
- Promote collaboration, accountability, and inclusivity
- Drive behavior change through leadership actions
- Embed values and norms into operational processes
- Case Study: Transforming organizational culture to support innovation

Module 12: Performance Management and KPIs

- Define leadership performance metrics and KPIs
- Align team objectives with organizational goals
- Monitor individual and team contributions during change
- Provide constructive feedback and coaching
- Recognize achievements and address performance gaps
- Case Study: Improving team performance during enterprise-wide change

Module 13: Leading Through Crises

- Understand crisis leadership principles
- Apply rapid decision-making frameworks in emergencies
- Communicate effectively under pressure
- Mitigate risks and manage uncertainty during crises
- Maintain morale and motivation during challenging times
- Case Study: Leading operations during a natural disaster impact

Module 14: Sustainability and Change Continuity

- Embed sustainability principles in leadership practices
- Ensure long-term adoption of change initiatives
- Develop succession planning and leadership pipelines
- Integrate change initiatives into business strategy
- Evaluate and iterate for continuous improvement
- Case Study: Maintaining transformation gains in a large organization

Module 15: Leadership Action Planning

- Develop individualized leadership action plans
- Prioritize change initiatives and strategic objectives
- Set measurable goals and success criteria
- Identify resources and support structures for implementation
- Review and refine action plans with mentor feedback
- Case Study: Executing a personal leadership growth plan post-training

Training Methodology

- Instructor-led interactive presentations and discussions
- Group exercises and collaborative problem-solving
- Leadership simulations and role-playing scenarios
- Case study analysis from real-world organizational change examples
- Practical tools and templates for strategic planning and team management
- Continuous feedback and action planning exercises

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.
f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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