Training course on Leading Change in a Turbulent Environment

Professional Development Training Course Outline

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

Course Introduction

Training Course on Leading Change in a Turbulent Environment is designed to equip leaders and managers with the skills and strategies necessary to effectively navigate and implement change in dynamic and challenging contexts. In today's fast-paced world, organizations must adapt rapidly to external pressures such as economic shifts, technological advancements, and evolving stakeholder expectations. This course emphasizes the importance of resilient leadership and effective change management practices. Through interactive workshops, case studies, and practical exercises, participants will learn to lead change initiatives that foster innovation, collaboration, and organizational agility. By the end of the program, participants will be prepared to lead their teams through periods of uncertainty and transformation.

Programme Curriculum

Training Course on Leading Change in a Turbulent Environment

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Course Objectives

1. Understand the principles and theories of change management in turbulent environments.

2. Analyze the impact of external factors on organizational change.
3. Develop strategies for leading change initiatives effectively.
4. Foster resilience and adaptability within teams and organizations.
5. Communicate effectively to engage stakeholders during change processes.
6. Identify and mitigate resistance to change.
7. Utilize data and feedback to guide change initiatives.
8. Create a culture of continuous improvement and innovation.
9. Assess the impact of change on organizational performance.
10. Develop actionable plans for implementing and sustaining change.
11. Cultivate emotional intelligence to enhance change leadership.
12. Evaluate the role of leadership styles in facilitating change.
13. Prepare for future challenges in change management.

Target Audience

1. Organizational leaders and executives
2. Middle managers and team leaders
3. Change management practitioners
4. Human resource professionals
5. Policy makers
6. Students of management and organizational behavior
7. Consultants in organizational development
8. Stakeholders involved in strategic planning

Course Duration: 10 Days

Course Modules

Module 1: Introduction to Change Management

- Defining key concepts: change management, turbulence, and leadership.
- Overview of the change process in turbulent environments.
- Historical context and evolution of change management theories.
- Setting course objectives related to leading change.
- Exploring the significance of effective change leadership.

Module 2: Understanding Turbulent Environments

- Analyzing the characteristics of turbulent environments.
- Identifying external factors that drive change (economic, technological, social).
- Understanding the implications of turbulence for organizations.
- Engaging in discussions about adaptive leadership in uncertain contexts.
- Evaluating case studies of organizations that thrived in turbulence.

Module 3: Developing Change Strategies

- Techniques for formulating effective change strategies.
- Aligning change initiatives with organizational goals and vision.
- Engaging stakeholders in the change planning process.
- Practical exercises on drafting change strategies.
- Assessing the feasibility and risks of proposed change strategies.

Module 4: Leading with Resilience

- Fostering resilience among leaders and teams.
- Strategies for building a culture of adaptability and innovation.
- Understanding the role of emotional intelligence in leading change.
- Engaging in discussions on resilience practices.
- Case studies of resilient leaders during organizational changes.

Module 5: Communication in Change Management

- Best practices for communicating change initiatives to stakeholders.
- Techniques for crafting clear and compelling messages.
- Understanding the importance of two-way communication and feedback.
- Engaging in practical exercises on effective communication.
- Developing communication plans tailored to different audiences.

Module 6: Managing Resistance to Change

- Identifying sources of resistance within organizations.
- Strategies for addressing and mitigating resistance.
- Techniques for building support and commitment to change initiatives.
- Role-playing exercises to practice managing resistance.
- Engaging stakeholders in discussions about their concerns and feedback.

Module 7: Utilizing Data and Feedback

- Understanding the importance of data in guiding change initiatives.
- Techniques for collecting and analyzing feedback from stakeholders.
- Developing metrics for assessing the effectiveness of change.
- Engaging in practical exercises on data-driven decision-making.
- Using data to refine and adjust change strategies as needed.

Module 8: Creating a Culture of Continuous Improvement

- Strategies for promoting a culture of learning and improvement.
- Understanding the role of feedback loops in sustaining change.
- Techniques for encouraging innovation and collaboration.
- Sharing experiences and insights on building a continuous improvement culture.
- Developing a framework for integrating continuous improvement into daily operations.

Module 9: Assessing Impact and Performance

- Developing frameworks for evaluating the impact of change initiatives.
- Techniques for measuring organizational performance post-change.
- Understanding the importance of continuous evaluation and adjustment.
- Engaging in discussions on lessons learned from change initiatives.
- Identifying success factors and areas for improvement.

Module 10: Action Planning for Leading Change

- Developing personalized action plans for leading change initiatives.
- Setting measurable goals for change outcomes.

- Identifying resources and support networks for ongoing efforts.
- Sharing action plans and receiving feedback from peers.
- Creating timelines for implementation and follow-up.

Module 11: Emotional Intelligence in Change Leadership

- Understanding the components of emotional intelligence.
- Techniques for developing emotional intelligence as a leader.
- The role of empathy in managing change.
- Engaging in self-assessment and reflection exercises.
- Case studies highlighting the impact of emotional intelligence on change success.

Module 12: Preparing for Future Challenges in Change Management

- Identifying emerging trends and challenges in change management.
- Strategies for anticipating and responding to future disruptions.
- Leveraging technology to facilitate change.
- Engaging in scenario planning and risk assessment exercises.
- Developing a proactive mindset for future change initiatives.

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

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

- Participants must be conversant in English.
- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.

- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

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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