



INSTITUTE OF CHANGE MANAGEMENT



ICM LEARNING SERIES

Mastering Change-Driven Leadership and Strategy in High-Paced Organizations



Course Overview

In today's rapidly evolving business landscape, organizations face constant change and disruption. To thrive in such an environment, leaders need to be equipped with the skills and strategies to navigate and drive change effectively. This course, "Mastering Change-Driven Leadership and Strategy in High-Paced Organizations," is designed to provide participants with the knowledge and tools to become successful change-driven leaders in dynamic and fast-paced settings.

COURSE OBJECTIVES

At the end of this course, participants will be able to:

- **Understand the Drivers of Change:** Gain insights into the forces shaping modern organizations, including technology, market shifts and global trends.
- **Lead and Manage Change Effectively:** Learn how to inspire teams, build a change-embracing culture, and implement successful change initiatives.
- **Master Change Management Strategies:** Explore frameworks for assessing readiness, engaging stakeholders, mitigating risks and fostering innovation.
- **Enhance Decision-Making with Data:** Utilize analytics to make informed decisions and drive strategic change efforts.
- **Build Key Leadership Skills:** Strengthen communication, negotiation, resilience and ethical decision-making to lead in dynamic environments



COURSE CONTENT

Understanding Change in the 21st Century

- Nature of change in the modern era.
- Key Drivers of Change: Technology, globalization, and market dynamics.
- The impact of change on organizations and leadership.

Change Leadership Essentials

- Fundamentals of Change Leadership: Leadership styles and their influence on change.
- Building trust, credibility, and leading by example.
- Change Readiness Assessment: Evaluating organizational preparedness for change.
- Stakeholder Engagement: Analysis and engagement strategies.
- Risk assessment and mitigation approaches.

Fostering Innovation and Adaptation

- Cultivating a culture of innovation.
- Agile and adaptive strategies for managing change.
- Leveraging technology to drive innovation.

Data-Driven Change Management

- Role of data in shaping change strategies.
- Data collection and analysis tools for decision-making.
- Using data to guide and adjust change initiatives.



COURSE CONTENT CONT'D

Effective Communication and Influence

- Communication Strategies: How to communicate change effectively.
- Overcoming resistance to change and fostering buy-in.
- Negotiation and conflict resolution during change.

Building Leadership Resilience

- Personal resilience in leadership during change.
- Stress management techniques.
- Maintaining focus, motivation, and morale in times of transition.

Ethical Leadership in Change

- Ethical considerations and decision-making frameworks.
- Ensuring alignment with organizational values throughout the change process.

Who should attend?



- **Senior Executives and C-Suite Leaders:** CEOs, COOs, CFOs, and other top-level executives who are responsible for shaping the overall strategy of the organization and need to lead change at a strategic level.
- **Managers and Directors:** Middle and senior managers who oversee teams, departments, or business units and play a critical role in implementing and managing change initiatives.
- **Change Managers and Specialists:** Professionals who specialize in change management roles, helping organizations plan, execute, and sustain change efforts.
- **Project Managers:** Project managers who want to enhance their skills in managing change projects and ensuring that they align with the organization's strategic objectives.
- **HR Professionals:** HR leaders and practitioners who are involved in talent management, organizational development, and creating a supportive culture for change.
- **Leaders of Innovation and R&D Teams:** Those responsible for driving innovation within their organizations and adapting to rapidly changing market conditions.



Who should attend? Cont'd



- **Entrepreneurs and Start-up Founders:** Individuals leading start-ups or small businesses that need to be agile and responsive to changing market demands.
- **Consultants:** Management and strategy consultants who want to offer their clients expertise in change leadership and strategy.
- **Business Analysts and Data Professionals:** Professionals who work with data and analytics and want to understand how data can inform change strategies.
- **Professionals in Non-profit and Public Sectors:** Leaders and managers in non-profit organizations and government agencies who want to improve their ability to adapt to changing funding landscapes and citizen needs.
- **Leaders in Technology and Digital Transformation:** Leaders in technology companies or those overseeing digital transformation initiatives in traditional businesses.
- **Individuals Interested in Career Advancement:** Individuals looking to enhance their leadership and strategic skills for career advancement opportunities.
- **Any Professional in a Rapidly Changing Industry:** Professionals in industries like healthcare, finance, retail, and manufacturing that are undergoing significant disruption and need to adapt quickly.



Duration: Three days (9am – 4pm) daily
Date: 16 -18 April, 2025

Venue: Radisson Blu Anchorage Hotels, 1a Ozumba Mbadiwe street, Lagos

Participation Fee: 650, 000 (per participant)

Account Details: First Bank PLC Acct. No. 2031097169

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