KTI SEMINARS

TRANSFORMATIONAL CHANGE AND STRATEGIC LEADERSHIP

TARGET AUDIENCE: Heads of Departments, Middle Level Managers, C-Suite Members, Change Agents, Supervisors, Project Managers and Human Resource Managers, Organizational Development Consultants.

COURSE DESCRIPTION

Leaders often manage people but not all managers lead. As a leader, a large part of your responsibility is anticipating issues and implementing directives and standard operating practices. The primary learning objective of this course is to provide a blend of theoretical knowledge and practical skills necessary to improve each participant's leadership skills. Participants will be introduced to special techniques that will improve their ability to inspire the best performance from themselves and the rest of the team they manage.

This informative packed up course will make delegates feel more confident, self-assured and motivated. This program is tied to the areas of Leadership, Organizations, and Leadership in Organizations, Strategic Leadership, Ethics and Management.

Skills such as: Goal achievement, Communication, Prioritizing, Feedback and Motivation will be explored.

This course is tailored to be both effective and enjoyable that would enable participants to translate the theory into practice and enable them to apply the knowledge on the field of work.

COURSE OBJECTIVES

Participants are going to be taken through real life transformational business difficulties. They will receive coaching on how to use pertinent tools, business cases, strategic models, and other concepts during the course as well as guidance through the course material and content. This will lay the groundwork for the subsequent stages of driving a transformational change within their businesses. This intensive

seminar is designed to emphasize on the tools, skills and techniques required by all in leadership roles to be effective and efficient in their dealings with all they interact with in the line of their work. At the end of the workshop participants should be able to:

- Increase knowledge and appreciation of the importance of transformational change
- Choose a group of influential people and senior managers who will spearhead the desired transformation.
- create acceptability of the overall change process throughout the company
- Keep the lines of communication regarding the transformational journey open and robust.
- Create and carry out a strategic plan for bringing about transformative change.

MODE OF WORKSHOP (DELIVERY)

PowerPoint presentation, Case study, Exercises, Discussions, Training manual and other web based instructional materials.

COURSE OUTLINE

MODULE 1: INTRODUCTION TO MANAGEMENT SKILLS

- Overview of Management Concepts
- Evolution of Management Theory
- Functions of Management: Planning, Organizing, Leading, Controlling.
- Leadership Styles and Approaches
- Effective Communication in Management
- Motivation and Employee Engagement

MODULE 2: BASIC LEADERSHIP SKILLS

- Effective communication in leadership and change management
- Importance techniques for developing relationship with peers and subordinates
- Aspects and importance of delegation

- Conflict resolution strategies
- Problem-solving and decision-making skills
- Team building techniques (diversity and inclusion)

MODULE 3: ACHIEVING EFFECTIVE LEADERSHIP

- Setting Performance Objectives
- Performance Appraisal and Feedback
- Talent Development and Succession Planning
- Ethical Decision Making in Management
- Corporate Social Responsibility
- Sustainable Business Practices

MODULE 4: LEADING TRANSFORMATIONAL CHANGE

- Importance of leadership in implementing change
- Effects of traits and skills on management performance
- Employee empowerment and team performance.
- Integrating leadership into the strategic process
- Become a better strategic leader

MODULE 5: TRANSFORMATIONAL CHANGE MANAGEMENT

- Types of organizational change
- Pillars of change management
- Organizational learning
- Challenges and Complexities of Organizational change.
- Change utilizing Systems and Structure

MODULE 6: DEVELOPING A VISION FOR CHANGE

- Crafting a Compelling Vision
- Elements of a Vision Statement
- Aligning Vision with Organizational Goals
- Overcoming Resistance to Change
- Negotiation skills and strategies

MODULE 7: STRATEGIC PLANNING AND IMPLEMENTATION

- SWOT Analysis
- Setting SMART Goals
- Strategy Formulation and Execution
- Developing Action Plans.
- Monitoring and Evaluating Progress

MODULE 8: CREATING A CULTURE OF INNOVATION AND CHANGE

- Fostering an Innovative Culture
- Role of Leadership in Innovation
- Embedding Change into Organizational Culture
- Continuous Improvement Strategies.
- Implementing Best Practices in Your Organization